

WORKPLACE RELATIONS MINISTERS' COUNCIL

Comparative Performance Monitoring

Sixth Report

Australia and New Zealand
Occupational Health and Safety and
Workers' Compensation Schemes

November 2004

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Foreword

The Labour Ministers' Council, now known as the Workplace Relations Ministers' Council (WRMC), released the first Comparative Performance Monitoring (CPM) report in December 1998. The CPM reports provide trend analysis on the occupational health and safety (OHS) and workers' compensation schemes operating in Australia and New Zealand. This is the sixth annual report of the CPM project.

Performance Monitoring is a commonly used tool to help review past and current performance. Performance monitoring of the type used in the CPM reports is not aimed at comparing or evaluating policy. Rather, information produced through the report is designed to help gauge the success of different approaches to workers' compensation, as well as the prevention of work-related injury and disease. The report also allows individual employers and employees to benchmark their performance to assist them in monitoring improvements in health and safety outcomes in their workplaces.

Goals of the comparative performance monitoring project

The **goals** of the project are to:

- provide information on outcomes in the workplace, which will allow more informed policy making and program development by governments;
- show how resources are being used, and the outcomes achieved with these resources;
- highlight significant variations over time in performance between health and safety/ workers' compensation jurisdictions;
- help identify factors that contribute to differing levels of performance; and
- improve awareness and understanding of occupational health and safety achievements.

These goals are currently being reviewed by the stakeholders in this project.

High level objective

The **high level objective** of this report is to reduce the incidence, severity and cost of workplace injury and disease through:

- a. the effective prevention of workplace injury and disease;
- b. consistent, cost effective compensation; and
- c. effective injury management.

The structure of this CPM Report broadly follows the three initial objectives of the project.

Part A of the report, *Occupational health and safety*, contains indicators on the incidence and frequency of workers' compensation claims lodged over the past five years and is designed to address the first objective above. Part A also includes information on enforcement activities undertaken in each jurisdiction.

Part B of the report, *Workers' compensation*, contains indicators on premium rates, administration, legal and medical costs incurred by the workers' compensation schemes and disputation rates. These indicators are designed to address the second objective of the CPM report. This section also provides examples of the entitlements to injured workers payable in each jurisdiction.

Part C of the report, *Return to work*, contains indicators on return to work rates based on data from an independent survey of injured workers and is designed to address the third objective of the report.

In addition, the Industry level indicators are now included in a separate section, Part D, *Industry Reviews*.

Changes to the report

Key changes to this report from the fifth CPM report are:

- application of a new definition for injury in part A1 due to changed coding procedures;
- inclusion of a new section on Enforcement which appears at Part A2;
- refinement of the indicators in Part B3, Scheme Costs and Disbursements;
- creation of a new part, Part B4, Disputation, by moving this information from Part B3; and
- renaming the Level of Entitlement Examples as Part B5.

Readers should be aware that data presented here may differ from the individual jurisdiction annual reports due to different definitions and the application of some adjustment factors to aid the comparability of data. The explanatory notes at the end of each section explain the processes undertaken in that section. Part E of the report contains jurisdictional comments on the CPM report, which should be read in conjunction with the data in the report.

Data

Data for this report are collected from:

- the various workers' compensation schemes and OHS authorities as follows:
 - New South Wales — Workcover New South Wales;
 - Victoria — Victorian Workcover Authority;
 - Queensland — Workplace Health and Safety Queensland, Department of Industrial Relations and Q-Comp;
 - Western Australia — Workcover Western Australia and Worksafe Division, Department of Consumer and Employment Protection;
 - South Australia — Workcover Corporation South Australia and Workplace Services, Department for Administrative and Information Services;
 - Tasmania — Workplace Standards Tasmania and Workcover Tasmania;

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- Northern Territory — Northern Territory WorkSafe and Department of Employment, Education and Training;
 - Australian Capital Territory — Australian Capital Territory Workcover, Australian Capital Territory Office of Industrial Relations and Australian Capital Territory Chief Ministers Department;
 - Australian Government — Comcare;
 - Seacare — Seacare Authority (Seafarers Safety, Rehabilitation and Compensation Authority); and
 - New Zealand — Accident Rehabilitation and Compensation Insurance Corporation;
- the Australian Heads of Workers' Compensation Authorities' *Return to Work Monitor* this publication can be accessed at www.hwca.org.au/html/projects.html
 - the Australian Bureau of Statistics who provide denominator data, based on the Labour Force Survey and the Survey of Employment and Earnings.

Coordination

This report has been compiled and coordinated by the National Occupational Health and Safety Commission with advice from the Department of Employment and Workplace Relations.

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Executive Summary

Australian data for 2002–03 continue to show improvements in the incidence and frequency of work-related injury and disease with 16 claims per 1000 employees reported for this lodgement year, down from the 17 claims per 1000 employees reported in 2001–02 and the 20 claims per 1000 employees reported in 1998–99. Despite these results, it may be misleading to conclude that workplace safety in Australia is improving as the results may be partly attributable to employment moving from higher risk industries to lower risk industries.

While incidence rates are showing signs of improvement, Australian premium rates have remained stable over the past few years partly due to increased claims costs. The data in this report shows that while direct compensation paid to workers has decreased slightly, payments for medical, legal and administrative expenses have increased.

Further analysis of the data indicates that, while the pattern for all claims is one of decline, the incidence of longer term claims is increasing. A substantial rise has been recorded in the incidence of claims resulting in 52 weeks or more compensation. This increase, together with rising medical and administrative costs, is contributing to the premium rates remaining at their current levels, despite the overall decline in the incidence of claims.

The data in this report also show that return to work rates have not improved in many jurisdictions, nor has the rate of disputation on claims.

Incidence of workplace injury* and disease

The incidence of workplace injury* and disease in Australia, as well as the number of workplace fatalities continued the downward trend noted in previous CPM reports.

In 2002–03, the Australian average incidence rate for all claims was 16.1 claims per 1000 employees, a fall of 7% from the previous year. Six of the ten Australian jurisdictions recorded falls in incidence rates in 2002–03, although notable increases occurred in the Australian Capital Territory and the Northern Territory.

Body stressing continues to be the mechanism of injury/disease accounting for the majority of claims, followed by *falls, trips and slips of a person*. This report indicates that around 45% of Australian claims resulting in 12 weeks or more compensation were due to *body stressing*.

New Zealand's incidence rate for all claims was 12.9 cases per 1000 employees in 2002–03. This was an increase of 5% from the previous year. New Zealand does not provide the same level of scheme coverage for occupational diseases as Australia. In particular, New Zealand does not provide cover for most cases of work-related stress.

This report shows that incidence rates increase with age in Australia, with employees aged 55 and over having an incidence rate 65% higher than employees aged 15 to 24 years. The pattern in New Zealand, however, is the reverse, with employees aged 55 and over having an incidence rate 36% lower than employees aged 15 to 24 years. This report has not been able to identify reasons for these differences.

**Note that commencing with this report, the term 'injury' also includes musculoskeletal disorders, while 'disease' refers to all other diseases excluding musculoskeletal disorders.*

Long term claims

The incidence of injury and disease in Australia resulting in 26 weeks or more compensation per 1000 workers was 2.5 in 2001–02 (the most recent year for which reliable statistics are available), down slightly from the previous year. Overall, 14% of employees off work for at least one week through a compensated injury or disease were still off work after 26 weeks.

The incidence of injury and disease resulting in 52 weeks or more compensation (per 1000 workers) was 1.7 in 2000–01 (the most recent year for which reliable statistics are available), an increase of 31% from the previous year. Overall, 9% of employees off work for at least one week were still off work after 52 weeks in 2000–01.

Although the proportion of all workers' compensation claimants who receive entitlements for longer periods of time (26 weeks or more and 52 weeks or more) is relatively low, these cases make up a very substantial proportion of the total costs of workers' compensation schemes and hence can have a significant impact on premiums.

Workplace fatality

There were 257 compensated fatalities in Australia in 2002–03, of which 163 were injury fatalities and 94 were disease fatalities. This is a 9% reduction from 2001–02 and a 28% decline since 1998–99.

There were 81 compensated fatalities in New Zealand in 2002–03, which was a 27% increase from the previous year.

Enforcement

Around Australia, there was an average of 1.1 field active inspectors per 10 000 employees undertaking OHS enforcement activities. These inspectors undertook 180 workplace interventions per 10 000 employees in 2002–03.

The number of notices issued by jurisdictions has increased for all types of notices: infringement, improvement and/or prohibition, as did the amount of court awarded fines.

Premiums

The standardised average premium rate for Australia in 2002–03 remained steady at 2.35% of payroll. The New Zealand standardised average premium rate was 0.88% of payroll in 2002–03, a 2% increase on the previous year. One reason for the lower rate in New Zealand is that it does not provide the same level of coverage for occupational diseases as in Australia.

Premiums, excluding GST, collected from Australian employers were about \$6 billion in 2002–03, representing a 6% increase over the previous year and a 25% increase since 1998–99.

Ratio of assets to liabilities

The ratio of assets to liabilities for Australian schemes declined for the fourth successive year, with falls recorded in most Australian jurisdictions.

Scheme expenditure

Australian scheme expenditure in 2002–03 totalled \$5.948 billion; 56.2% of this was direct payments, 22.3% for medical and like services and 21.4% was administration costs.

Legal costs consumed around 10% of the total scheme expenditure in 2002–03. However, there was significant variation in the rates across the various schemes.

Disputation

The Australian average disputation rate has fallen to 8.3% of new workers' compensation claims in 2002–03, a substantial decrease from the previous year. This was mainly due to the new intervention processes adopted in New South Wales.

Return to work

The proportion of workers who had an injury and returned to work in 2002–03 remained at 73%.

Industry comparison

The Transport and Storage industry reported the highest incidence of workplace injury and disease followed by the Agriculture and Forestry and Fishing industry. Employers in the Agriculture, Forestry and Fishing and Construction industries paid the highest premium rates.

Occupational health and safety

For this report, Part A includes a new section on Enforcement. This part now comprises:

- Part A1 — incidence and frequency of workplace injury and disease; and
- Part A2 — information on enforcement activities undertaken by each jurisdiction.

Key results

A1 - Workplace injury and disease

- There were 16.1 claims per 1000 employees for workplace injury and disease resulting in one week or more off work in Australia in 2002–03. This is a fall of 7% from the previous year. Six of the ten Australian jurisdictions recorded falls in 2002–03.
- There were 14.0 claims per 1000 employees were for injury while 2.1 claims per 1000 employees were for disease.
- The incidence of workplace injury and disease increases with age in Australia, with employees aged 55 and over having an incidence rate 65% higher than employees aged 15 to 24 years. The pattern in New Zealand, however, is the reverse of this, with employees aged 55 and over having an incidence rate 36% lower than employees aged 15 to 24 years.
- Of claims that have resulted in one week or more off work, 22% continued beyond 12 weeks, 14% past 26 weeks and 9% past 52 weeks.
- There were 257 compensated fatalities recorded in 2002–03 in Australia and 81 in New Zealand.

A2 - Enforcement

- Around Australia there were 1.1 field active inspectors per 10 000 employees undertaking OHS enforcement activities.
- These inspectors undertook 180 workplace interventions per 10 000 employees in 2002–03.
- New Zealand reported 0.9 field active inspectors per 10 000 employees in 2002–03. These inspectors undertook 113 workplace interventions per 10 000 employees.
- The number of notices issued for infringement, improvement and/or prohibition increased, as did the amount of court awarded fines.

Workplace injury and disease

Part A1 reports on the occupational health and safety performance of the schemes. Data in this section are incidence and frequency rates for compensated workplace injury and disease resulting in 1, 12, 26 and 52 weeks off work by jurisdiction; compensated fatalities by jurisdiction and industry; incidence and/or frequency rates by age group, size of business, industry; and the proportion of claims by mechanism of injury/disease.

The data for this section are collected through the *National Data Set for Compensation-based Statistics* (NDS). These data are compiled annually from claims made under the State, Territory and Australian Government workers' compensation Acts that resulted in a fatality, permanent incapacity or a temporary incapacity with an absence from work of one working week or more. The statistics in this report do not cover all cases of occupational injury or disease. The principal exclusions are:

- temporary incapacity occupational injury or disease resulting in an absence from work of less than one working week;
- injury or disease suffered by people who are not covered by one of the workers' compensation schemes, such as the self-employed;
- members of the Defence Forces; and
- injuries that occurred while travelling to or from work (journey claims).

To enable greater comparability in the jurisdictional data, only claims involving one week or more compensation have been used for analysis in Part A1. This takes account of the different employer excesses that exist in the various schemes. However the Victorian workers' compensation scheme involves an employer excess of 10 working days. Consequently, the Victorian data shown through Part A1 have been increased by a factor to adjust for this higher employer excess. More information can be found in the Explanatory notes at the end of this section.

Averages quoted in Part A of this report are weighted according to the number of employees covered for workers' compensation in each jurisdiction in each industry. Jurisdictions with a comparatively large number of employees in an industry therefore have a greater effect on the industry averages.

The incidence and frequency rates shown for historical data are different from those presented in previous reports, as rates change annually due to further data development. Therefore comparison of 2002–03 data with data for previous years should be undertaken with caution.

In addition, commencing with this report, reporting practices for musculoskeletal disorders have changed. In most jurisdictions, almost half of all claims are due to *body stressing*. In Victoria, due to the introduction of a new coding system, the majority of these claims, previously reported as injuries, are now coded as *diseases of the musculoskeletal system and connective tissue*, reflecting the repetitive and long term muscle stress that results in these conditions. This has had a major impact on the Victorian injury and disease incidence and frequency rates for this year, and consequently, the Australian figures have been affected with larger than usual falls in injury rates and large increases being reported in disease rates. To minimise the effect of this

coding change on time series consistency, musculoskeletal diseases have been combined with the data on injuries for all years and all jurisdictions in this report. A similar change in coding practices across all other jurisdictions is expected to occur from 1 July 2005 when the third edition of the *Type of Occurance Classification System* (TOOCS) is introduced. This change to all other jurisdictional data will coincide with the eighth CPM report.

Therefore, in the graphs, data labelled as 'Injury and MSD' include all injury claims plus those claims coded as musculoskeletal disorders. Data labelled as 'Other diseases' refers to all disease claims excluding musculoskeletal disorders. Furthermore, references in the text to 'injury' claims should be interpreted as 'injury and musculoskeletal'. Similarly references to disease should be interpreted as disease claims excluding musculoskeletal disorders.

In this section, and in Part D, New Zealand data are reported only for the last three years. This is due to a major change in the scheme effective from 1 July 2000.

Finally, data for the Australian Capital Territory have been shown in this section as a total for the private and government sectors because, while their compensation performance is governed by different schemes, they are both covered by the same OHS Act. This decision also resolves some of the issues surrounding the volatility that can be inherent in data from small jurisdictions. It should also be noted that Australian Capital Territory data for 1998–99 are not available.

Additional statistical data to that presented in this report can be obtained from the NOHSC Online Statistics Interactive (NOSI) website at <http://nosi2.nohsc.gov.au/>

Key results

All claims for injury and disease

- The Australian incidence and frequency rates of workplace injury and disease resulting in one week or more compensation continued the downward trend that has been observed for a number of years. In 2002–03, the Australian average incidence rate for all claims was 16.1 claims per 1000 employees, a fall of 7% from the previous year (see Figure 3).
- While decreases were recorded in six jurisdictions, increases in incidence rates were recorded in the Northern Territory, Australian Capital Territory and Seacare, with the Australian Capital Territory recording the largest percentage increase (16%).
- New South Wales and Victoria recorded the largest falls in incidence rates in 2002–03, reporting a 10% decrease, the Western Australia scheme closely followed with a decrease of 9%.
- In 2002–03, the Australian average incidence rate for injury was 14.0 claims per 1000 employees, while the incidence of workplace disease was 2.1 claims per 1000 employees.
- In 2002–03, the New Zealand incidence rate of workplace injury resulting in one week or more compensation increased to 12.6 claims per 1000 employees, from 12.0 claims per 1000 employees in 2001–02. The Australian incidence rate remains higher than New Zealand's although the gap is decreasing.

Long-term claims for injury and disease

- There was a 17% decrease in the average Australian incidence rate for all claims resulting in 12 weeks or more compensation. About 22% of injured employees on compensation for one week or more were still on compensation after 12 weeks (Figure 5).
- After an increase in 2000–01, there was a decrease in 2001–02 (the most recent year for which reliable data are available) in the number of injuries and diseases resulting in 26 weeks or more compensation. However, the rate remained higher than in 1999–2000. In 2001–02, approximately 14% of employees on compensation for one week or more were still on compensation after 26 weeks.
- There was a 31% increase in the incidence of injuries and diseases resulting in 52 weeks or more compensation in 2000–01 (the most recent year for which there are reliable data).

Compensated fatalities

- Compensated fatalities numbered 257 in 2002–03, with 163 compensated injury fatalities and 94 compensated disease fatalities. This represents a 28% decline from 1998–99 for all compensated fatalities and a similar decrease for injury fatalities.
- In 2002–03, the Transport and Storage industry reported the highest incidence rate for total fatalities and disease-related fatalities, while the Mining industry reported the highest rate for injury-related fatalities.
- The incidence rate for fatalities increased in 7 out of 17 industries in 2002–03.

Note that these data do not include fatalities that occurred on a journey to or from work. In addition, workers' compensation coverage of fatalities has some deficiencies. For example, cases are not included where there are no dependants to lodge claims.

Injury and disease by age group and business size

- The incidence rate of injury and disease for workers in the 15–24 years age group was approximately 60% of that for the 55 years and over age group.
- Workers in the 55 years and over age group had approximately six times the incidence of disease claims compared to the 15–24 years group.
- Businesses employing 100 or more persons reported the highest number of claims in both 2001–02 and 2002–03.

Injury and disease by industry

- The Transport and Storage industry reported the highest incidence rate for injury and disease claims of all industries in Australia in 2002–03.
- The Transport and Storage industry also reported the highest frequency rate for injury and disease claims but this was only slightly higher than the Agriculture, Forestry and Fishing industry.

Mechanism of injury and disease

- *Body stressing* is the most prevalent mechanism of injury or disease resulting in 12 weeks or more compensation in every jurisdiction except Seacare.
- *Mental stress* accounted for approximately two thirds of all compensated disease claims resulting in 12 weeks or more compensation in 2002–03.

Injury and disease - 1 week or more compensation - standardised

The data in Figures 1 and 2 have been standardised against the Australian profile to account for the different industry mixes in each jurisdiction. This technique tends to reduce the rates shown for jurisdictions with a high proportion of employees in the more hazardous industries, and increase the rates for jurisdictions who have a smaller proportion of employees in the higher risk industries. Seacare data are not standardised in this report as it is a single-industry scheme. Unstandardised data for all jurisdictions are shown in Figures 3 and 4.

Figure 1 shows that the standardised Australian incidence rate (claims per 1000 employees) of workplace injury and disease resulting in one week or more off work continued to decline, from 17.4 claims per 1000 employees in 2001–02 to 16.1 claims per 1000 employees in 2002–03. Declines were recorded for six Australian jurisdictions, one remained steady and three recorded increases. The largest percentage increase in the standardised incidence rate of compensated injury and disease resulting in one week or more compensation occurred in the Australian Capital Territory (17%). The largest percentage falls were recorded in Victoria (10%) and New South Wales (10%).

As injury claims make up the majority of all workers' compensation claims, the incidence and frequency rates showed similar falls to the all claims rates between 2001–02 to 2002–03. The rates for disease claims however, showed little movement between these years.

The incidence rate of injury and disease in New Zealand increased for the second successive year but remains lower than the Australian average. Comparison of 2002–03 data with data from previous years should be undertaken with caution as 2002–03 claims data have had less development time than previous years and hence, are subject to change.

Incidence rates are expressed in terms of the number of new cases per thousand employees, irrespective of whether those workers are employed on a full-time or part-time basis. Frequency rates are expressed in terms of the number of new cases reported per million hours worked and can provide a better comparative measure where there are differences between jurisdictions in the proportions of full-time and part-time workers. Figure 2 shows that the frequency rates of workplace injury and disease reflected the incidence rate trends with the frequency rate (claims per one million hours worked) falling from 10.4 claims per one million hours worked in 2001–02 to 9.5 claims per one million hours worked in 2002–03. Frequency rates can be the superior measure where there are larger numbers of part-time workers in one jurisdiction compared to another. This is the situation for the Australian Government scheme which recorded much larger falls than the other jurisdictions in frequency rates than reflected in the incidence rates. In addition, Seacare recorded a slight rise in incidence rates but recorded a slight fall in frequency rates once hours of work were taken into account.

Figure 1 Incidence rate of compensated injury and disease resulting in 1 week or more compensation by jurisdiction, standardised for industry mix

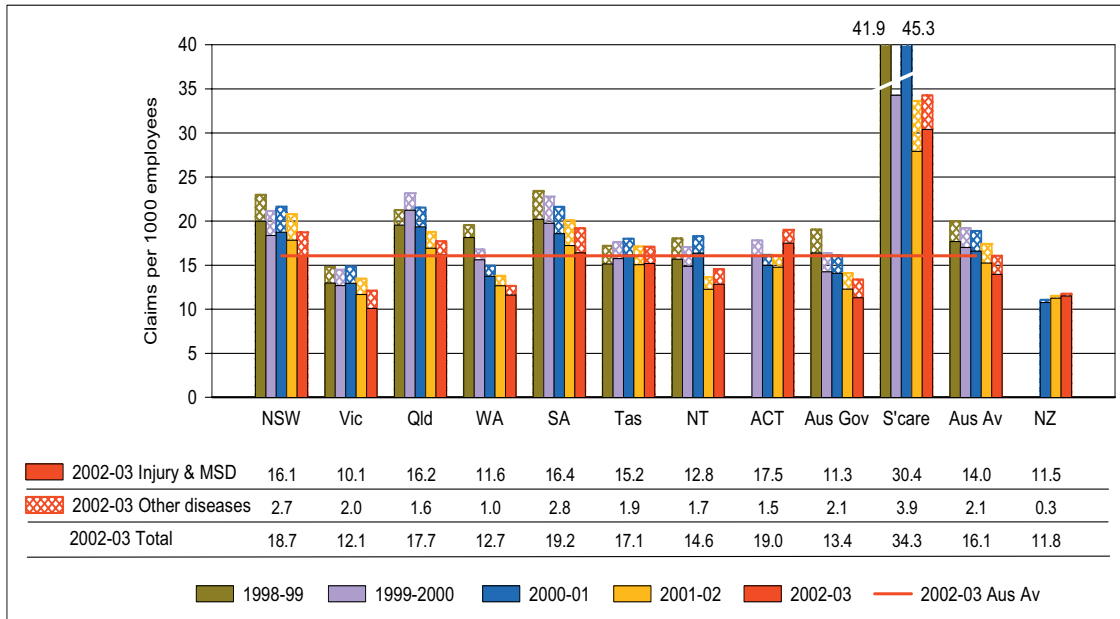
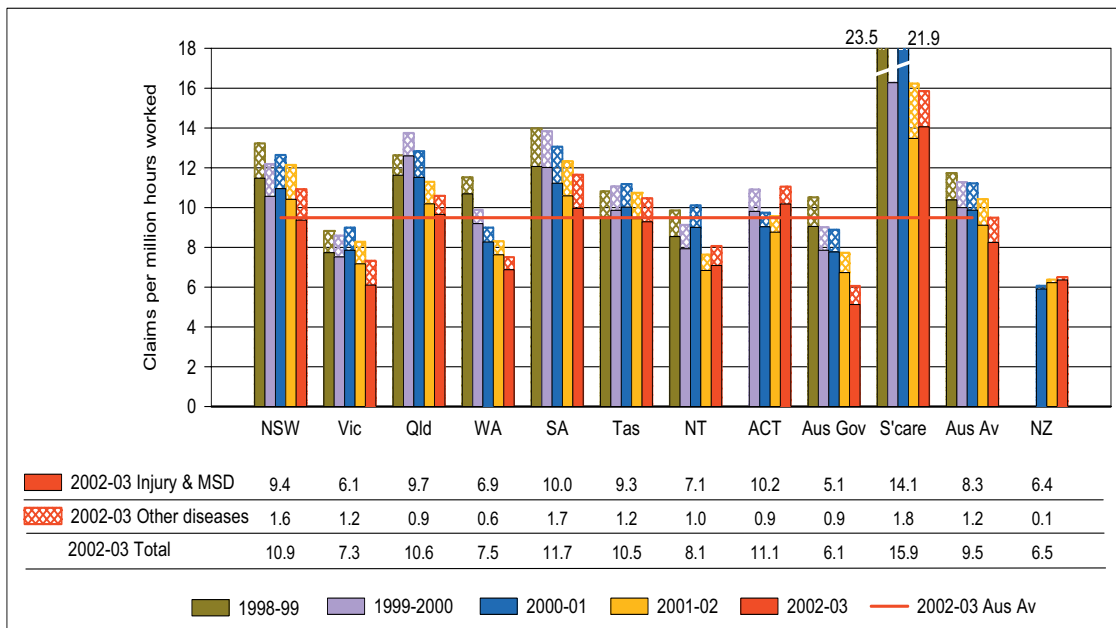


Figure 2 Frequency rate of compensated injury and disease resulting in 1 week or more compensation by jurisdiction, standardised for industry mix



Injury and disease - 1 week or more compensation - unstandardised

Figures 3 and 4 show the rates of compensated injury and disease resulting in one week or more off work per 1000 employees and per million hours worked, not standardised for industry mix. Similar results to the standardised data were recorded, with six jurisdictions recording rates above the Australian average. The largest percentage increase in the incidence rate of compensated injury and disease resulting in one week or more off work occurred in the Australian Capital Territory with an increase of 16% from the previous year.

Figure 3 Incidence rate of compensated injury and disease resulting in 1 week or more compensation by jurisdiction, unstandardised

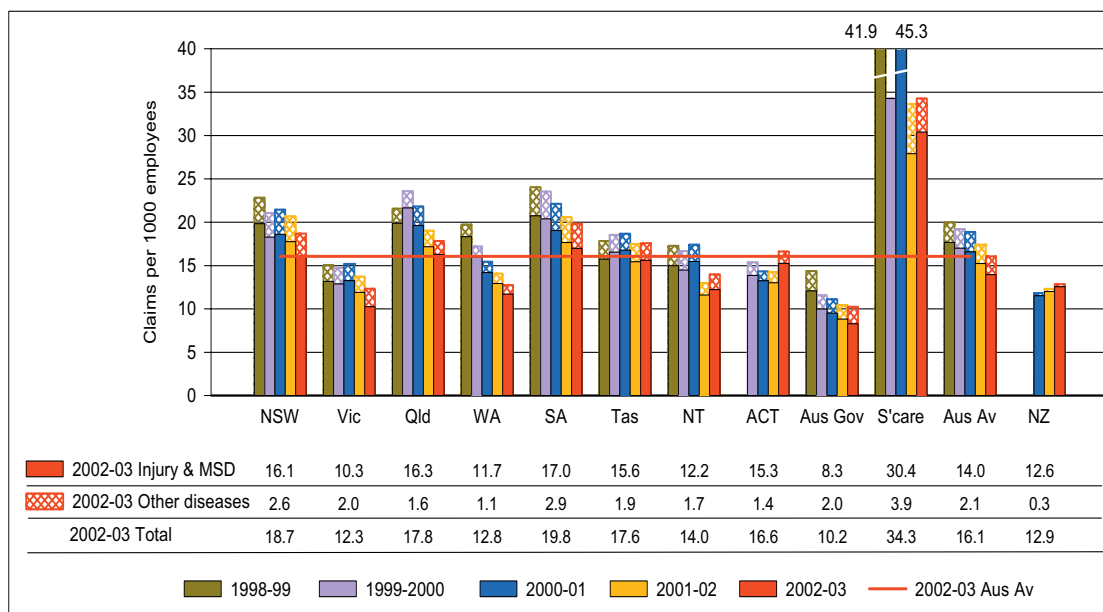
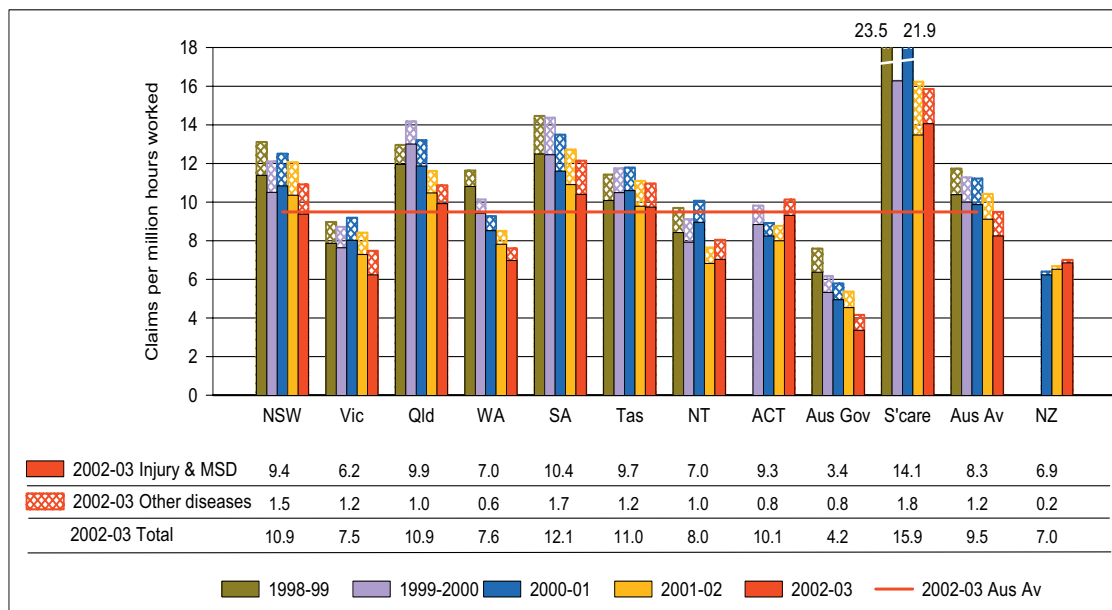


Figure 4 Frequency rate of compensated injury and disease resulting in 1 week or more compensation by jurisdiction, unstandardised



Injury and disease - 12 weeks or more compensation

The data for 2002–03 indicate that 22% of employees who were off work for one week remained off work for 12 weeks or more weeks. Figures 5 and 6 show that the Australian incidence and frequency of injury and disease resulting in 12 weeks or more off work has declined for the second successive year. The greatest percentage fall in incidence rates was recorded in the Western Australia scheme. All jurisdictions showed large falls except for the Queensland and Northern Territory schemes which recorded no change, and the Australian Capital Territory scheme which recorded a 10% increase.

Figure 5 Incidence rate of compensated injury and disease resulting in 12 weeks or more compensation by jurisdiction, unstandardised

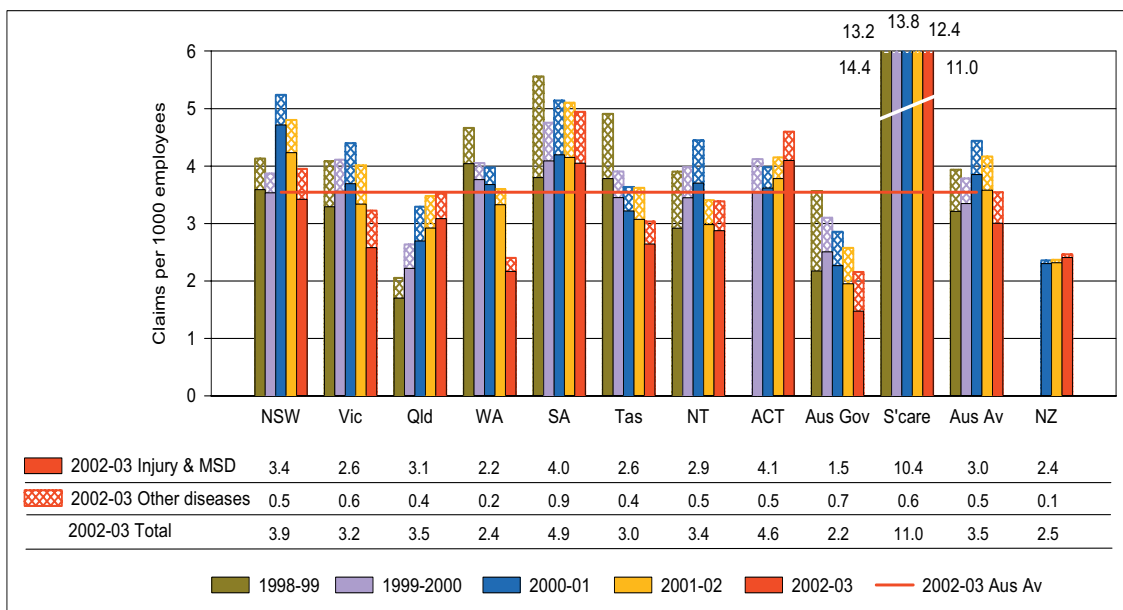
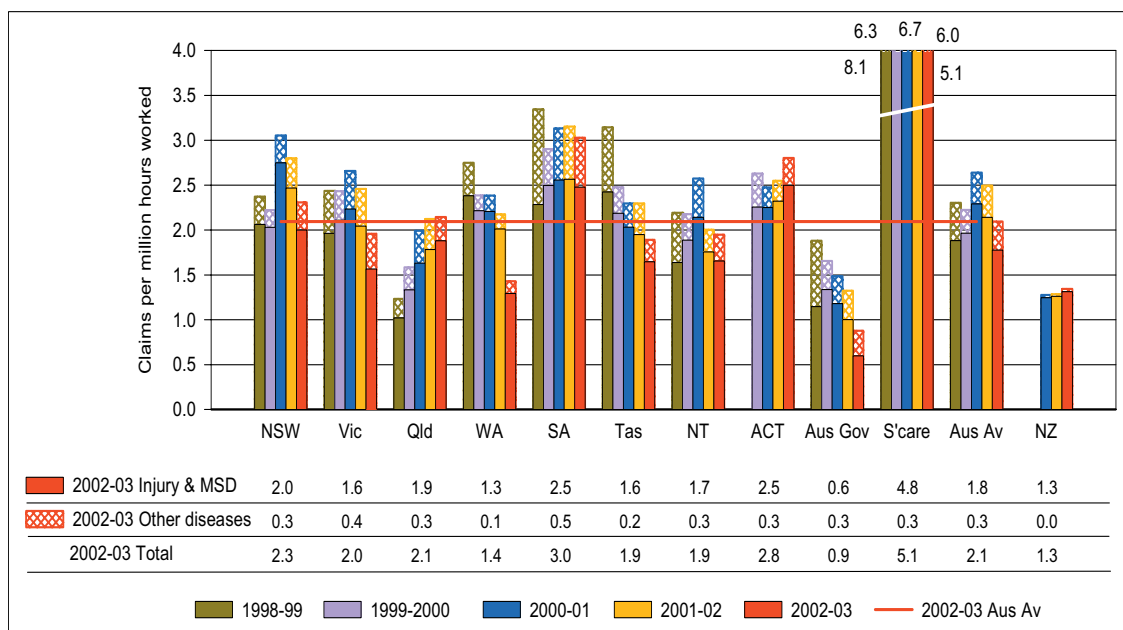


Figure 6 Frequency rate of compensated injury and disease resulting in 12 weeks or more compensation by jurisdiction, unstandardised



Injury and disease - 26 weeks or more compensation

Figures 7 and 8 report the rates of compensated injury and disease resulting in 26 weeks or more compensation. These figures show that after an increase in 2000–01 there was a decrease in 2001–02. However, the incidence of injury and disease remains higher than in 1999–2000. Analysis of claims data indicates that 14% of claimants who received compensation for one week or more in 2001–02 were still receiving compensation after 26 weeks. The lowest rates were recorded in the Australian Government scheme after four years of falling rates. Rates have climbed steadily in Queensland but remain the second lowest of the Australian jurisdictions.

Note: These data do not include 2002–03 claims because a proportion of claims from 2002–03 would not have had the time to reach 26 weeks duration by the date of data extraction. There would also be claimants who have taken time off for injuries, returned to work and then needed to take further time off through a recurrence of symptoms – whose duration of time off work has not yet had time to reach 26 weeks.

Figure 7 Incidence rate of compensated injury and disease resulting in 26 weeks or more compensation by jurisdiction, unstandardised

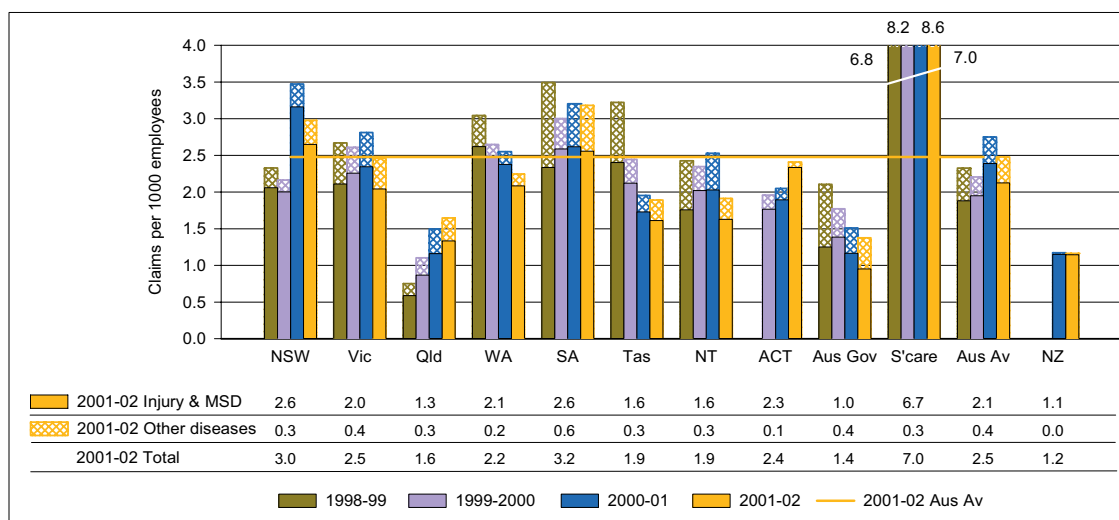
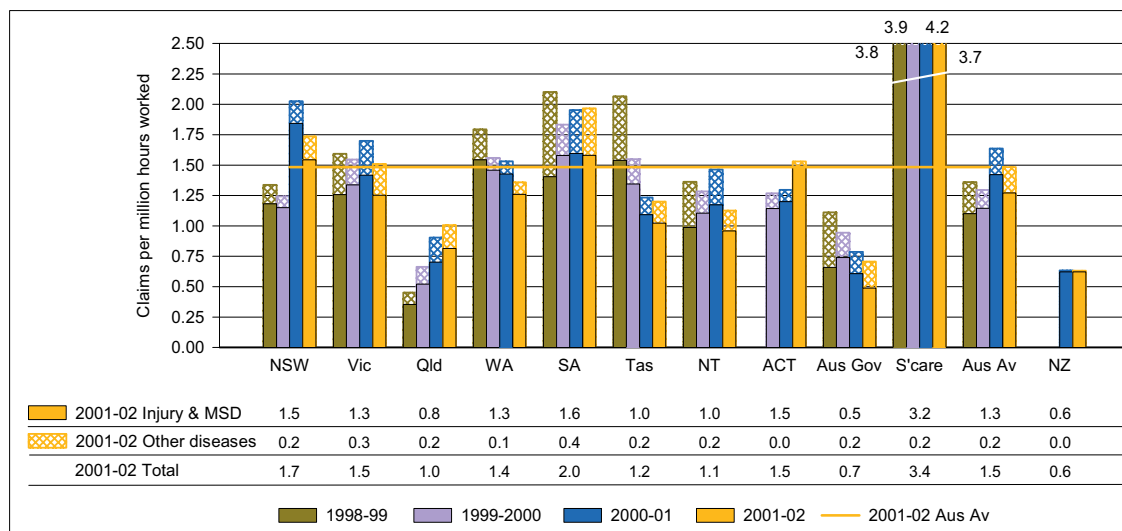


Figure 8 Frequency rate of compensated injury and disease resulting in 26 weeks or more compensation by jurisdiction, unstandardised



Injury and disease - 52 weeks or more compensation

Figures 9 and 10 show that there have been large rises in the Australian average incidence and frequency rates of injury and disease resulting in 52 weeks or more compensation in 2000–01. This is primarily due to an almost doubling of the rate in New South Wales. This increase in the New South Wales rate impacted on the incidence and frequency of injury resulting in 52 weeks or more compensation, however the disease rates remained steady. Frequency and incidence rates remained low in Queensland but are increasing while falls continued in Western Australia, Tasmania and the Australian Government.

Note: These data do not include 2001–02 and 2002–03 claims because many claims from these years would not have had time to reach 52 weeks duration by the date of data extraction. Scheme design, culture and compensation entitlements can have significant impact on the number of claims that involve 52 weeks or more compensation. Hence comparison across jurisdictions need to take these factors into account.

Figure 9 Incidence rate of compensated injury and disease resulting in 52 weeks or more compensation by jurisdiction, unstandardised

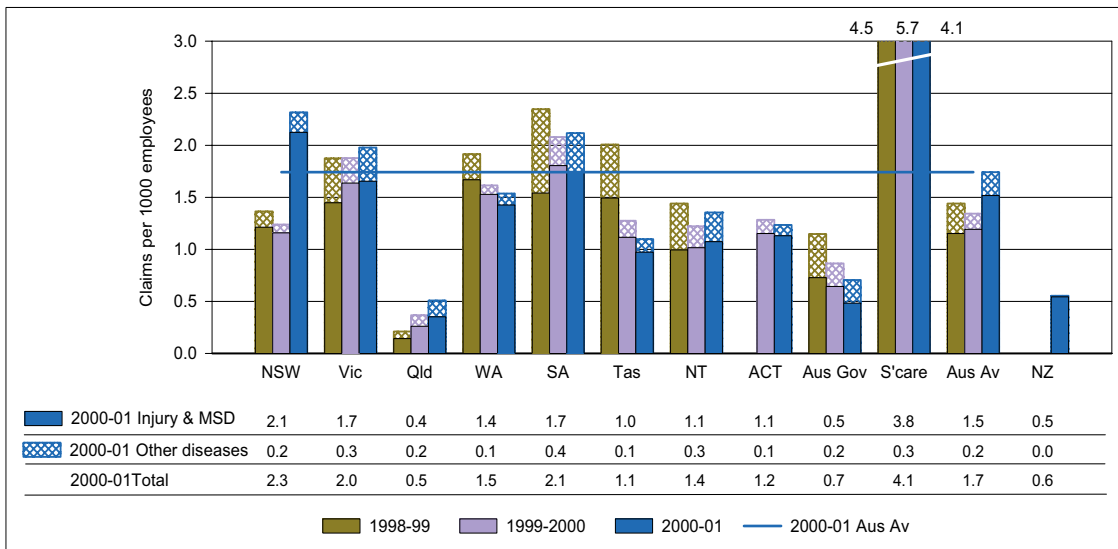
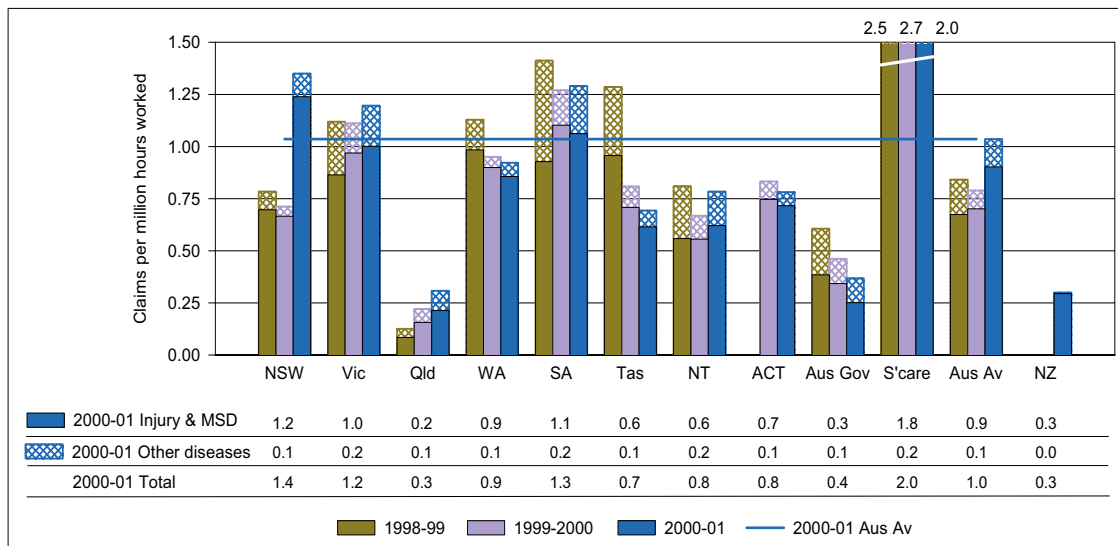


Figure 10 Frequency rate of compensated injury and disease resulting in 52 weeks or more compensation by jurisdiction, unstandardised



Duration of absence for claims lodged in 2000–01

Figure 11 shows the duration of absence for claims which resulted in one week or more compensation in 2000–01 (excludes fatalities). There is substantial variation across the jurisdictions in the percentage of workers still on compensation at 52 weeks, ranging from 2.1% in Queensland to just under 13% for Victoria. The Australian average of workers still on compensation at 52 weeks is 9%.

Table 1 provides the proportion of claims lodged in 2000–01 that have reached 6 weeks, 12 weeks, 26 weeks and 52 weeks of compensation.

Figure 11 Duration of absence from work for claims lodged in 2000–01

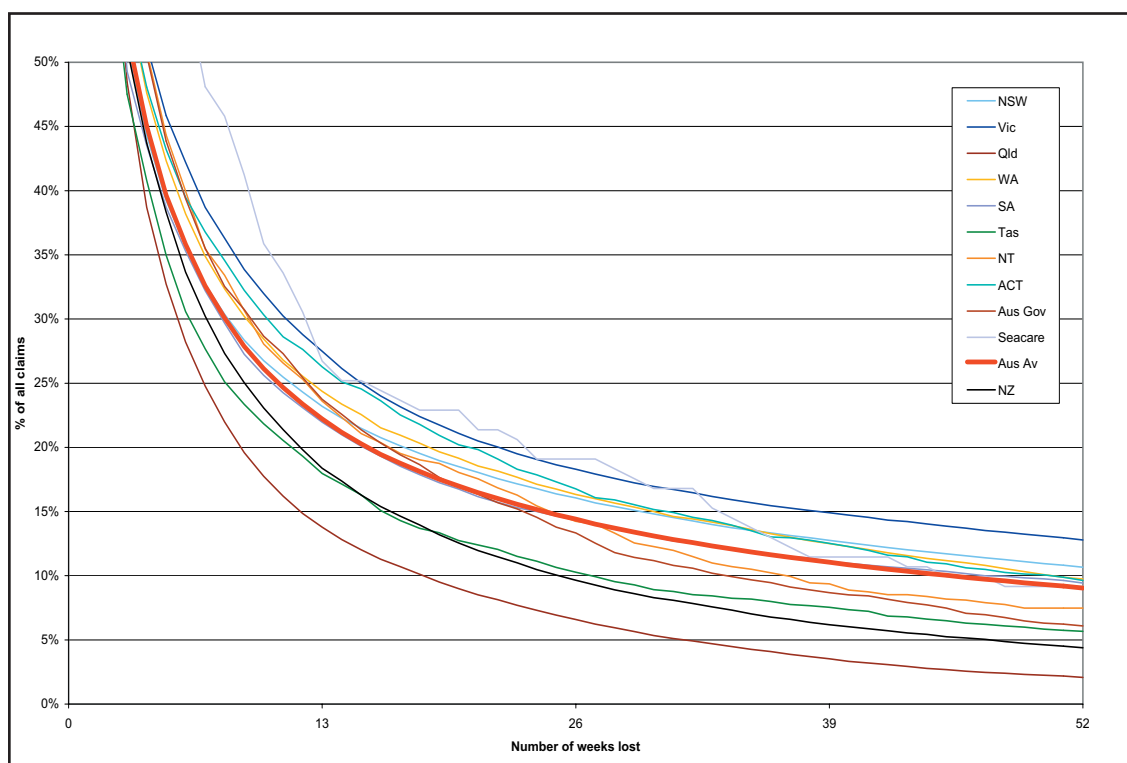


Table 1 Percentage of all claims lodged in 2000–01 by duration of absence from work

Jurisdiction	6 weeks	12 weeks	26 weeks	52 weeks
New South Wales	35.7	24.3	16.1	10.7
Victoria	42.1	28.7	18.3	12.8
Queensland	28.2	14.8	6.6	2.1
Western Australia	38.2	25.5	16.3	9.7
South Australia	35.5	23.1	14.3	9.4
Tasmania	30.6	19.3	10.3	5.7
Northern Territory	40.0	25.5	14.2	7.5
Australian Capital Territory	39.5	27.6	16.8	9.6
Australian Government	39.4	25.4	13.3	6.1
Seacare	55.7	30.5	19.1	9.2
Australian Average	35.8	23.4	14.4	9.0
New Zealand	35.7	19.8	9.7	4.4

Compensated fatalities

Table 2 shows that in 2002–03 there were 257 compensated fatalities, down 28% from 1998–99, with 163 compensated injury fatalities and 94 compensated disease fatalities. The fatalities reported in this section are those resulting from traumatic injury and workplace disease. Claims as a result of travel to or from work (journey claims) are not included. Substantial revisions to the data shown for New South Wales have been recorded for all years following the alignment of New South Wales data with the CPM definition for fatalities.

Note that fatalities are recorded against the date of lodgement of the claim, not the year the worker died. Revisions to previous years' data can occur where a claim is lodged for an injury or disease in one year and the employee dies from that injury or disease in a subsequent year. This is particularly the case with disease fatalities, where considerable time could elapse between diagnosis resulting in a claim being lodged and death. These data are known to understate the true number of fatalities from work-related causes, particularly deaths from diseases, deaths in the agricultural sector and potentially deaths from road traffic accidents for which compensation may alternatively be sought through the Compulsory Third Party insurance scheme.

Table 2 Fatalities by jurisdiction

Jurisdiction	1998–99			1999–2000			2000–01			2001–02			2002–03			5yr Average	
	Injury & MSD	Other diseases	Total	Injury & MSD	Other diseases	Total	Injury & MSD	Other diseases	Total	Injury & MSD	Other diseases	Total	Injury & MSD	Other diseases	Total	Injury & MSD	Other diseases
New South Wales	72	24	96	81	23	104	60	24	84	63	21	84	54	14	68	66	21
Victoria	71	66	137	60	58	118	42	52	94	44	33	77	36	49	85	51	52
Queensland	19	24	43	29	29	58	43	29	72	32	25	57	25	19	44	24	25
Western Australia	33	1	34	23	2	25	27	1	28	15	7	22	19	1	20	23	2
South Australia	16	7	23	11	4	15	14	4	18	14	0	14	10	2	12	13	3
Tasmania	11	2	13	4	1	5	7	0	7	5	2	7	10	0	10	7	1
Northern Territory	4	3	7	4	1	5	5	0	5	4	0	4	0	1	1	3	1
Australian Capital Territory	n/a	n/a	n/a	5	0	5	1	2	3	4	1	5	2	0	2	2	1
Australian Government	4	1	5	3	4	7	1	7	8	2	9	11	7	8	15	3	6
Seacare	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Australian Total	230	128	358	220	122	342	200	119	319	183	98	281	163	94	257	199	112
New Zealand	n/a	n/a	n/a	n/a	n/a	n/a	55	7	62	57	7	64	64	17	81	59	11

Table 3 shows that the Transport and Storage industry recorded the highest number of fatalities in 2002–03 for both injury and disease claims. The lowest number of fatalities was recorded in the Electricity, Gas and Water Supply industry, however this industry sector employs only a small number of workers. Incidence rates are therefore a better tool for comparison purposes.

Table 3 Fatalities by industry

Industry	1998–99		1999–2000		2000–01		2001–02		2002–03	
	Injury & MSD	Other diseases	Injury & MSD	Other diseases	Injury & MSD	Other diseases	Injury & MSD	Other diseases	Injury & MSD	Other diseases
Agriculture, Forestry & Fishing	22	8	28	10	27	0	12	7	16	6
Mining	11	2	13	1	15	2	7	0	11	1
Manufacturing	20	25	27	25	18	23	23	17	12	15
Electricity, Gas & Water supply	2	2	3	3	2	0	2	3	1	0
Construction	36	15	36	13	26	13	21	18	26	16
Wholesale Trade	9	8	9	5	7	11	8	4	11	1
Retail Trade	21	2	11	7	11	5	10	2	8	4
Accommodation, Cafes & Restaurants	4	2	3	1	3	3	3	4	2	2
Transport & Storage	48	13	42	19	39	16	42	8	41	19
Communication Services	2	0	1	0	1	1	3	3	3	0
Finance & Insurance	2	1	1	1	3	4	1	2	1	1
Property & Business Services	19	5	16	4	17	8	17	8	8	9
Government Administration	5	4	7	7	3	10	3	9	7	8
Education and Defence	4	8	5	4	5	6	4	3	3	5
Health & Community Services	8	5	3	4	4	2	12	5	3	2
Cultural & Recreational Services	6	2	3	0	6	3	3	1	4	3
Personal & Other Services	6	11	12	7	12	4	11	2	6	2
Australian Total	230	128	220	122	200	119	183	98	163	94

Figure 12 shows that the Australian average fatality incidence rate for injury and disease has continued to fall, recording 3.1 fatalities per 100 000 employees in 2002–03. This is a 9% fall from 2001–02 and a 35% fall from 1998–99.

The injury only rate has fallen by 14%, from 2.2 fatalities per 100 000 employees in 2001–02 to 1.9 fatalities per 100 000 employees in 2002–03. Despite this, three jurisdictions (Victoria, Tasmania and the Australian Government scheme) recorded increases in their number and rate of fatalities this year. The injury only incidence rate of compensated fatalities has decreased 39% since 1998–99. While the Seacare scheme still has a very high non-fatal injury rate compared to other jurisdictions, it has not recorded a fatality for several years now.

Figure 12 Incidence rate of compensated fatalities by jurisdiction

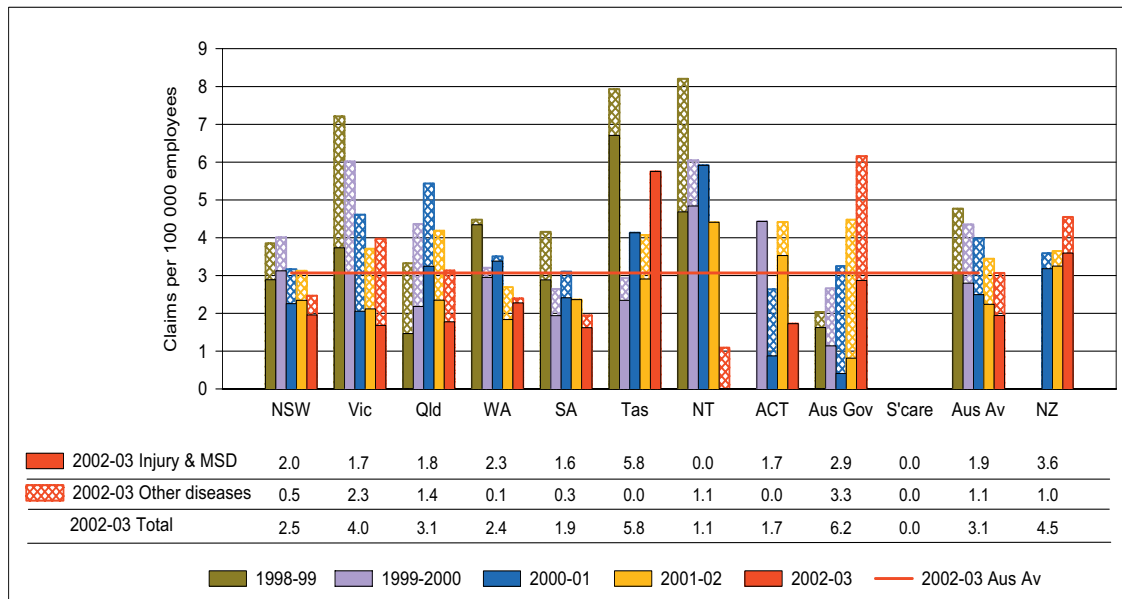


Figure 13 shows that the frequency rate of fatalities by jurisdiction follows the same pattern as the incidence rate.

Figure 13 Frequency rate of compensated fatalities by jurisdiction

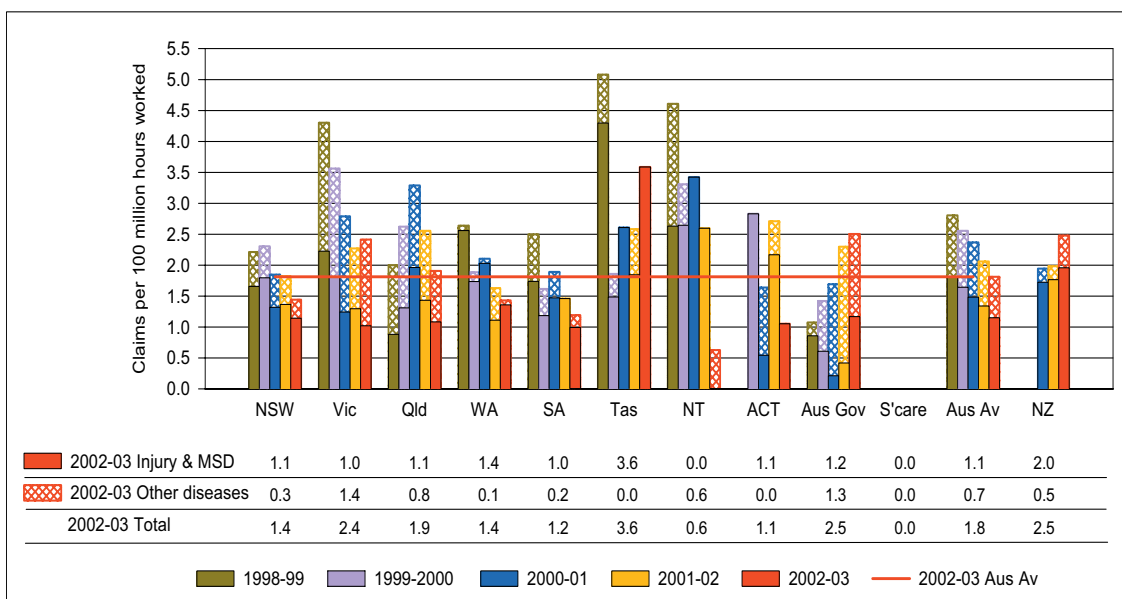


Figure 14 reports the incidence rate of fatalities from injury and disease per 100 000 employees, by industry, for the period 1998–99 to 2002–03. The Transport and Storage industry reported the highest incidence rate of total fatalities and disease fatalities, while the Mining industry reported the highest rate of injury fatalities. The incidence rate of fatalities increased in 7 out of the 17 industries during 2002–03, with the greatest percentage increase occurring in the Cultural and Recreational Services industry.

Figure 14 Incidence rate of compensated fatalities by industry

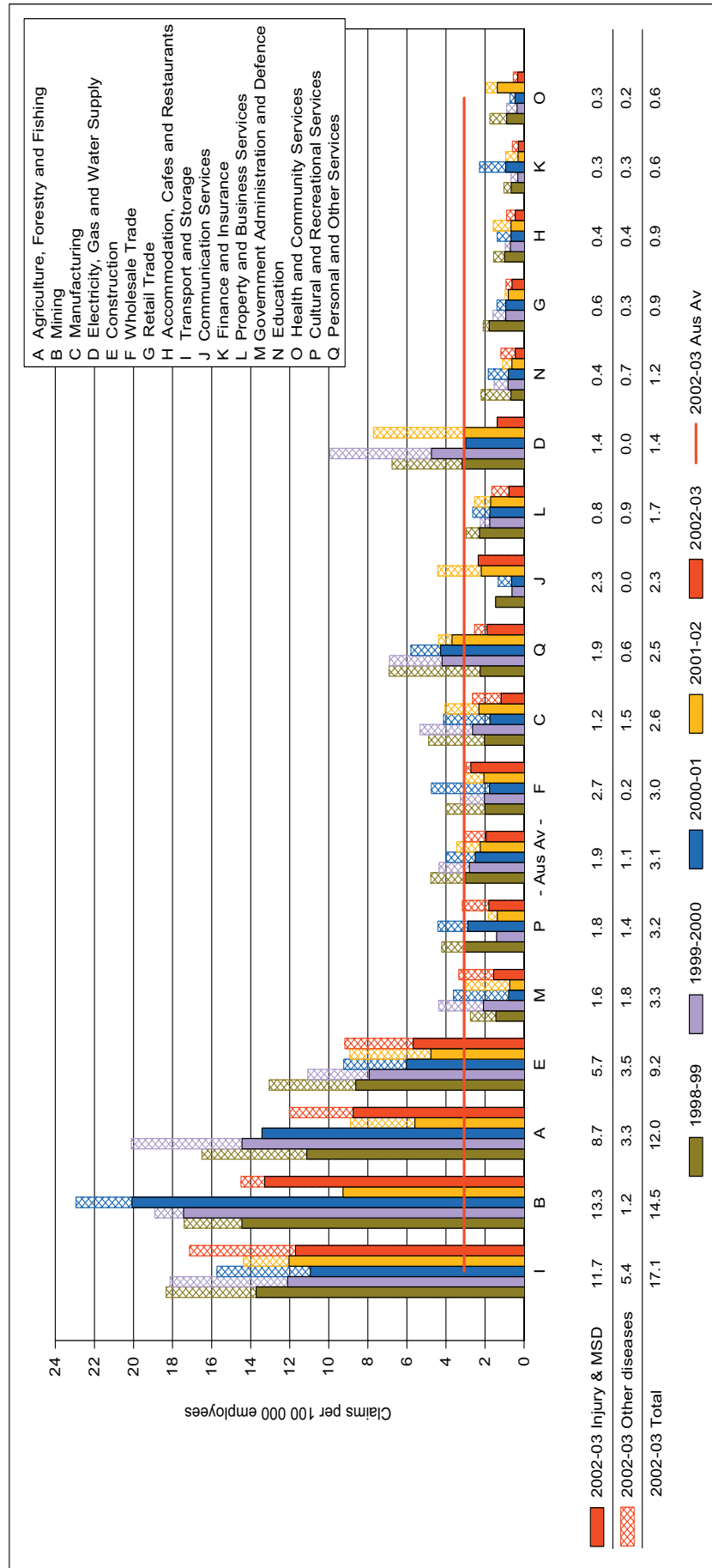
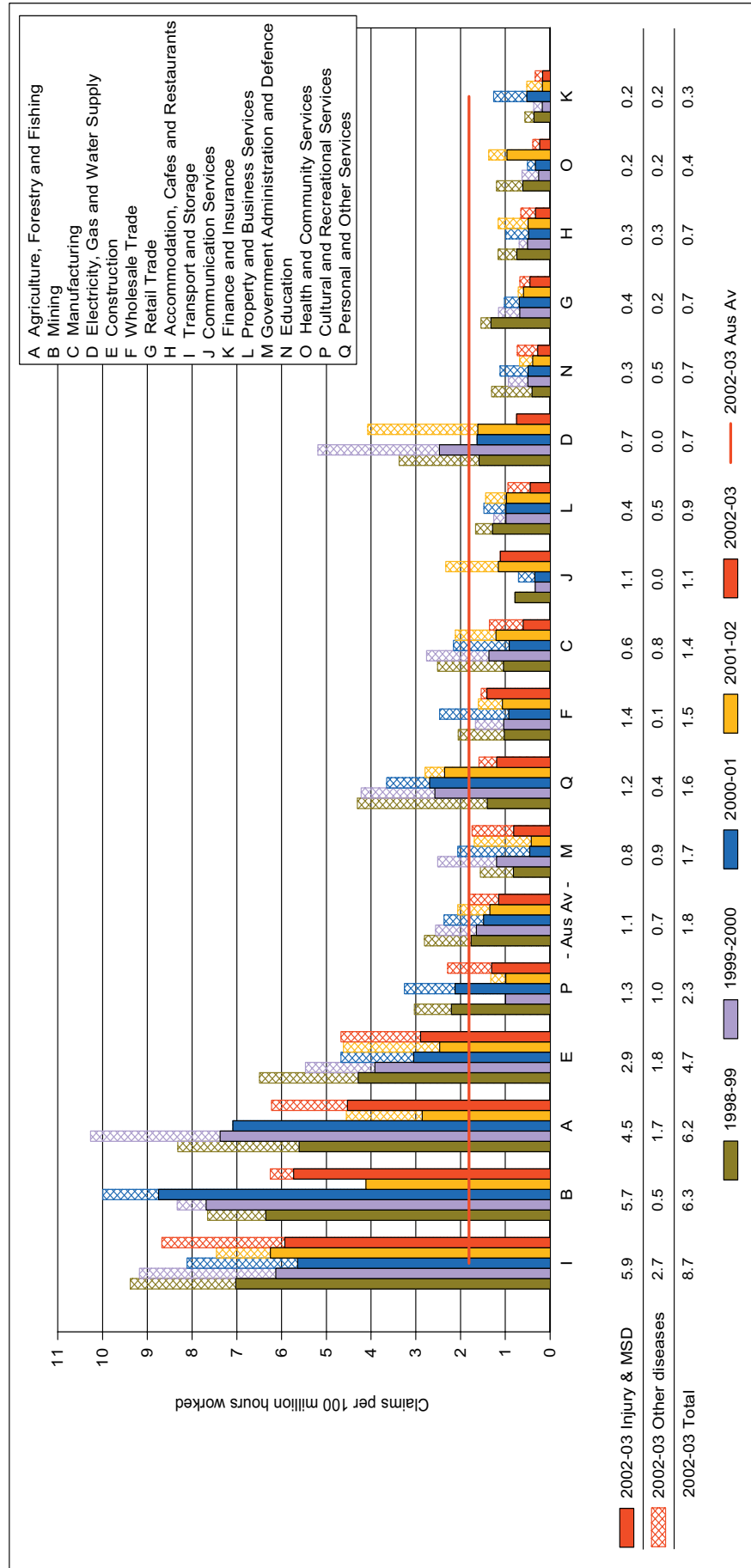


Figure 15 reports the frequency rate of compensated fatalities by industry for the period 1998–99 to 2002–03. Similar trends to the incidence rate of compensated fatalities were recorded.

Figure 15 Frequency rate of compensated fatalities by industry



Incidence of injury and disease by age group

Figure 16 shows the incidence of compensated injury and disease claims for 2002–03 by age group. The Australian pattern of injury claims by age group is reflected in the patterns in New South Wales and Victoria, with incidence rates increasing with age. Most other jurisdictions, including Western Australia, South Australia, Tasmania and the Australian Capital Territory, recorded their highest incidence rates for the 35–44 year age group.

The incidence rates for New Zealand show the opposite pattern to Australia with rates decreasing with age. New Zealand recorded lower incidence rates than Australia in every age group except in the youngest group, 15–25 years.

Higher incidence rates for compensated disease claims are associated with older age groups, with the incidence of disease claims increasing with each age group. Workers in the 55 years and over age group have nearly six times the rate of work-related disease as the 15–24 years group. It is expected that incidence and frequency rates for disease will be greater in the older age groups due to long latency diseases and increased accumulated exposure of older workers.

Figure 16 Age Group: Incidence rate of injury and disease resulting in 1 week or more compensation by jurisdiction, unstandardised, 2002–03

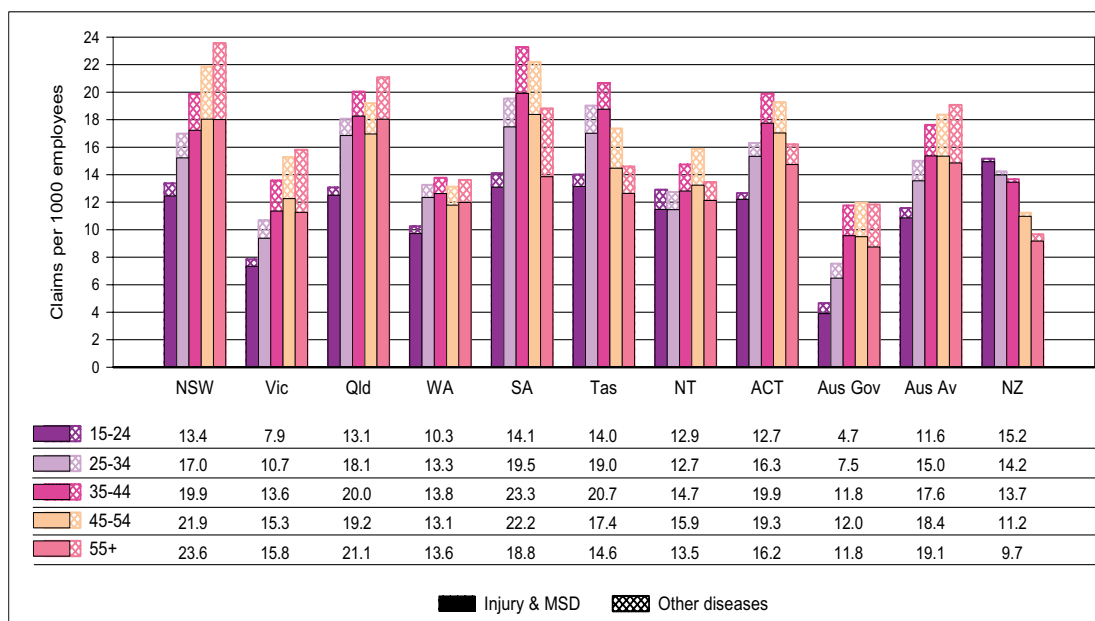
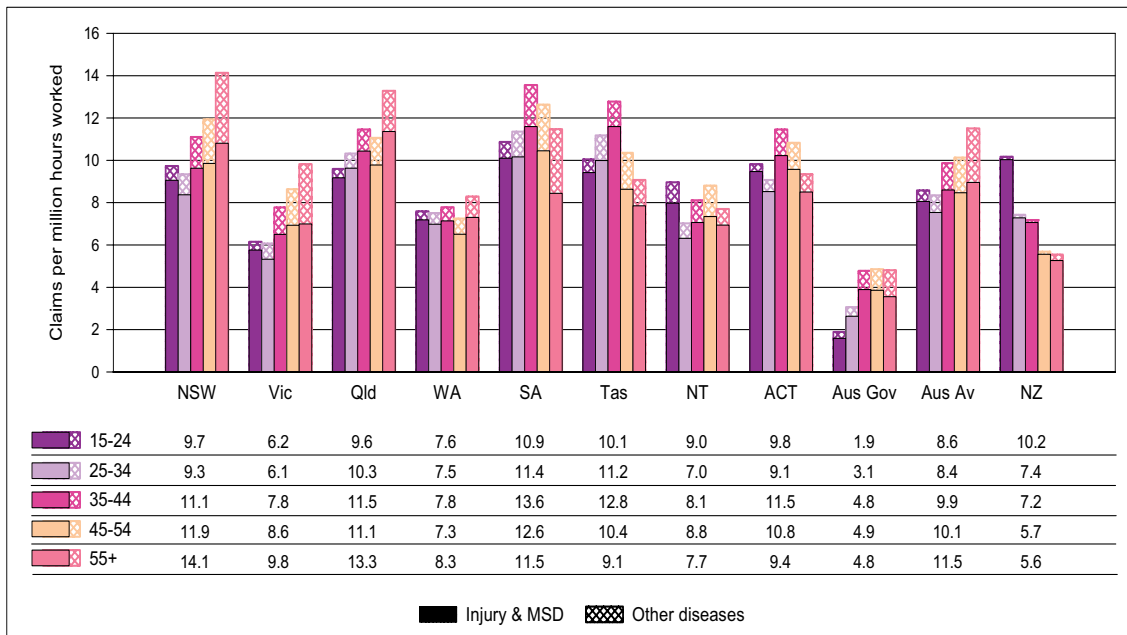


Figure 17 shows the frequency of compensated injury and disease claims for 2002–03. The frequency rate takes account of working patterns and the mix of part-time workers in each jurisdiction. In Australia, higher frequency rates are associated with older age groups, with the highest frequency rate reported for the 55 and over age group.

Figure 17 Age Group: Frequency rate of injury and disease resulting in 1 week or more compensation by jurisdiction, unstandardised, 2002–03



Incidence of injury and disease by size of business

Figures 18 and 19 compare the incidence of compensated injury and disease resulting in one week or more compensation by size of business for 2001–02 and 2002–03. Eight Australian jurisdictions and New Zealand collect compensation data by size of business; however there are differences in the methodologies used by schemes to collect the information.

The trend across schemes is similar in most cases, with businesses employing between 5 and 19 persons having the lowest incidence rates for compensated injury and disease claims in both 2001–02 and 2002–03.

Figure 18 Size of business: Incidence rate of compensated injury and disease resulting in 1 week or more compensation by jurisdiction, unstandardised, 2002–03

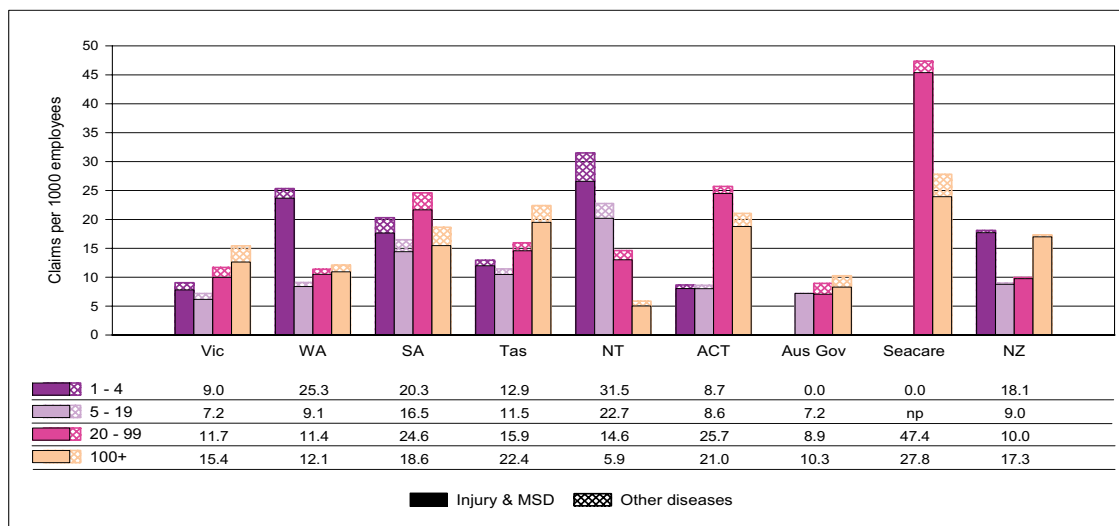
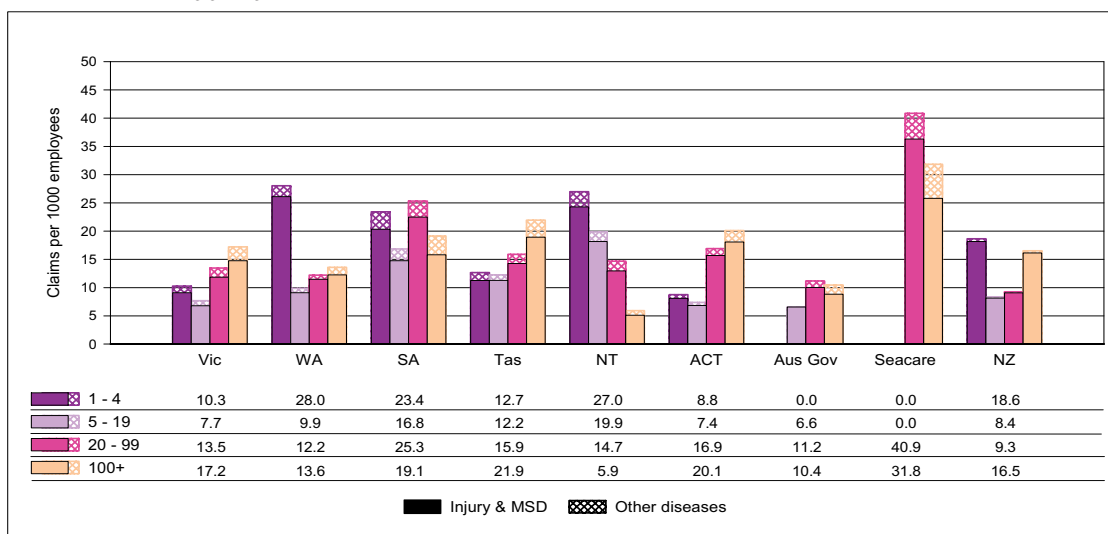


Figure 19 Size of business: Incidence rate of compensated injury and disease resulting in 1 week or more compensation by jurisdiction, unstandardised, 2001–02



Injury and disease - one week or more compensation, by industry

Figure 20 shows the incidence rate of injury and disease across industries in Australia (New Zealand figures are not included). In 2002–03, the Transport and Storage industry reported the highest incidence rate for injury and disease claims.

Figure 20 Incidence rate of injury and disease resulting in 1 week or more compensation by industry, unstandardised

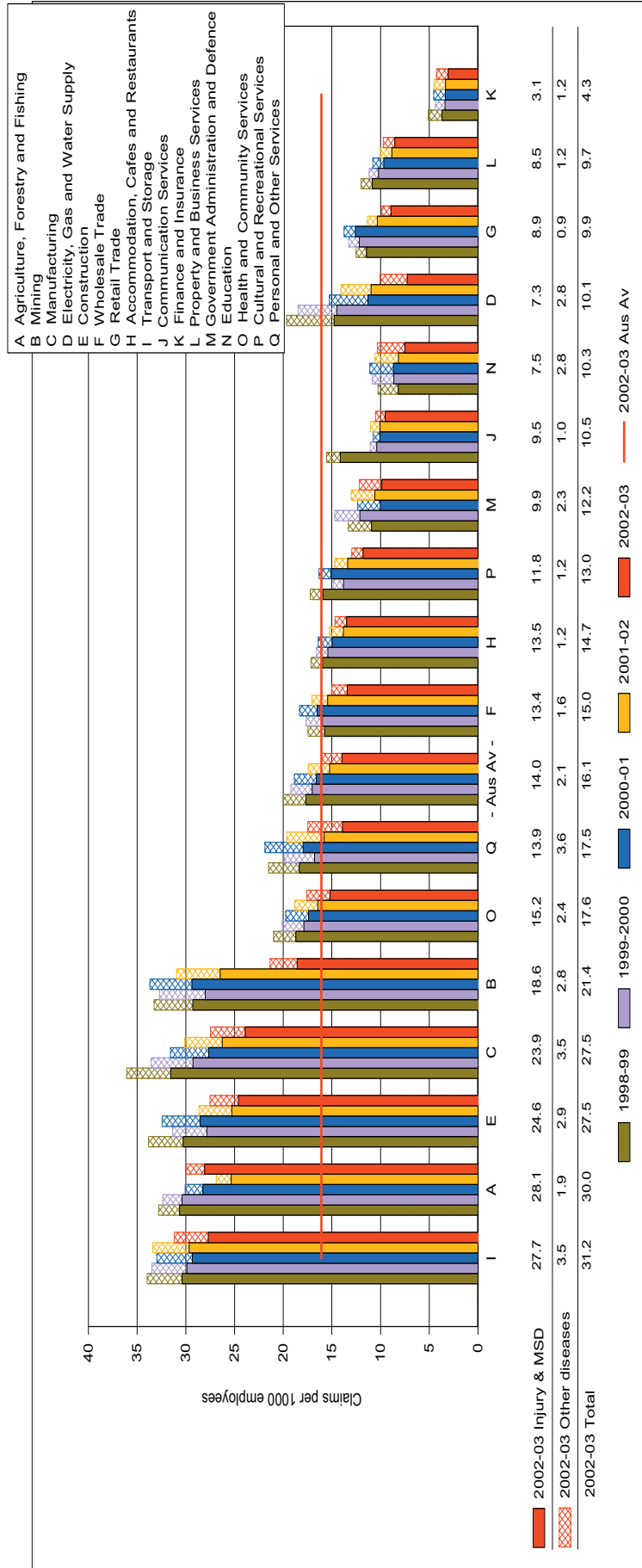
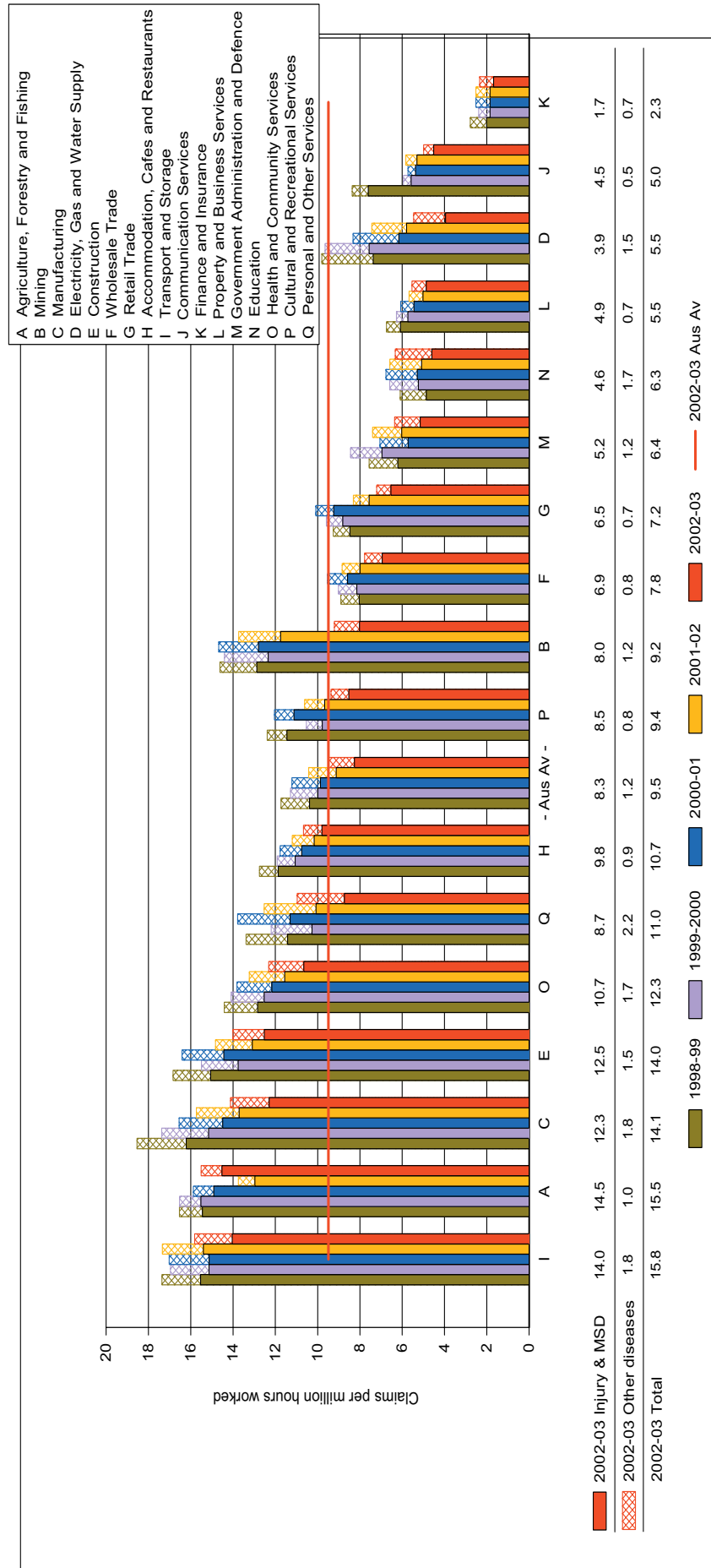


Figure 21 shows the frequency rates of injury and disease per million hours worked across Australian industries. The Transport and Storage and Agriculture, Forestry and Fishing industries recorded the highest frequency rate for injury and disease claims. The frequency of injury and disease rates take into account the normal working hours in specific industry groups.

Figure 21 Frequency rate of compensated injury and disease resulting in 1 week or more compensation by industry, unstandardised



12 weeks or more compensation - Mechanism of injury/disease

Despite low incidence rates, claims that incur 12 or more weeks of compensation make up a major proportion of claims and therefore premium costs. This section examines the mechanisms of injury or disease that most commonly result in 12 weeks or more off work. The mechanism of injury/disease is the action, exposure or event which is the direct cause of the most serious injury or disease, that is, how exactly the injury or disease was sustained.

The mechanisms with the highest proportions of claims are:

Body stressing, which is made up of the following subgroups

- Muscular stress while lifting, carrying or putting down objects
- Muscular stress while handling objects other than lifting, carrying or putting down
- Muscular stress with no objects handled
- Repetitive movement, low muscle loading

Falls trips and slips of a person, which is made up of the following subgroups

- Falls from a height
- Falls on the same level
- Steeping, kneeling or sitting on objects

Being hit by moving objects, which is made up of the following subgroups

- Being hit by falling objects
- Being bitten by an animal
- Being hit by an animal
- Being hit by a person accidentally
- Being trapped by moving machinery or equipment
- Being trapped between stationary and moving objects
- Exposure to mechanical vibration
- Being hit by moving objects
- Being assaulted by a person or persons

Mental stress, which is made up of the following subgroups

- Exposure to a traumatic event
- Exposure to workplace or occupational violence
- Harassment
- Work pressure
- Other mental stress factors

The pattern of mechanism of injury/disease is consistent across jurisdictions. Figure 22 shows that in every jurisdiction, except Seacare, except Seacare, body stressing is the most prevalent mechanism of injury/disease resulting in 12 weeks or more of compensation and accounting for 45% of claims across Australia. *Mental stress* accounted for nearly two thirds of all compensated disease claims resulting in 12 or more weeks of lost time. Note that New Zealand does not cover work-related stress unless it accompanies a covered accident.

Figure 22 Mechanism of injury/disease: Highest percentage of injury and disease resulting in 12 weeks or more compensation by jurisdiction, 2002-03

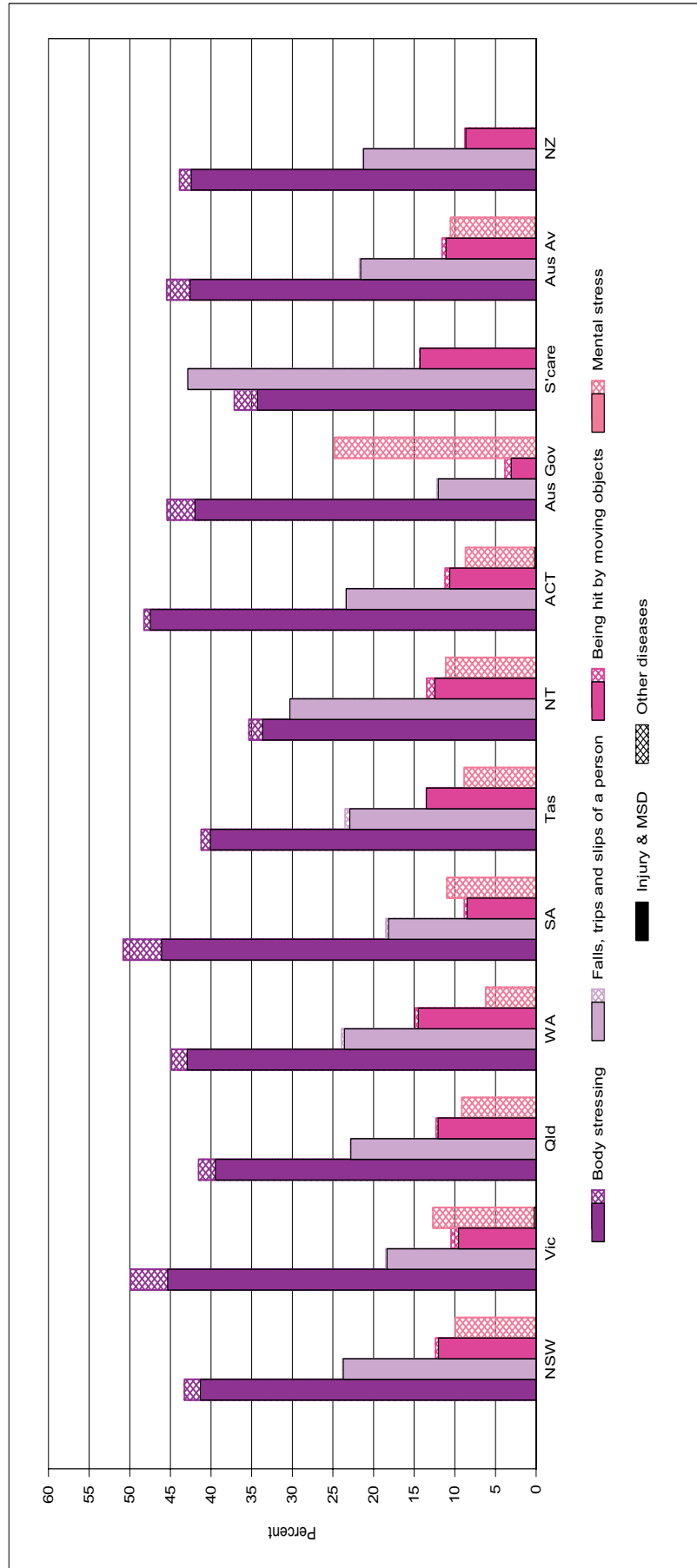


Figure 23 shows that *body stressing* was also the most prevalent cause for claims with 12 weeks or more off work in most industries. However, in Education and Personal and Other Services *mental stress* was the most prevalent cause of compensated injury and disease, while in Cultural and Recreational services it was *falls, trips and slips* of a person.

Figure 23 Mechanism of injury/disease: Highest percentage of injury and disease resulting in 12 weeks or more compensation by industry, 2002–03

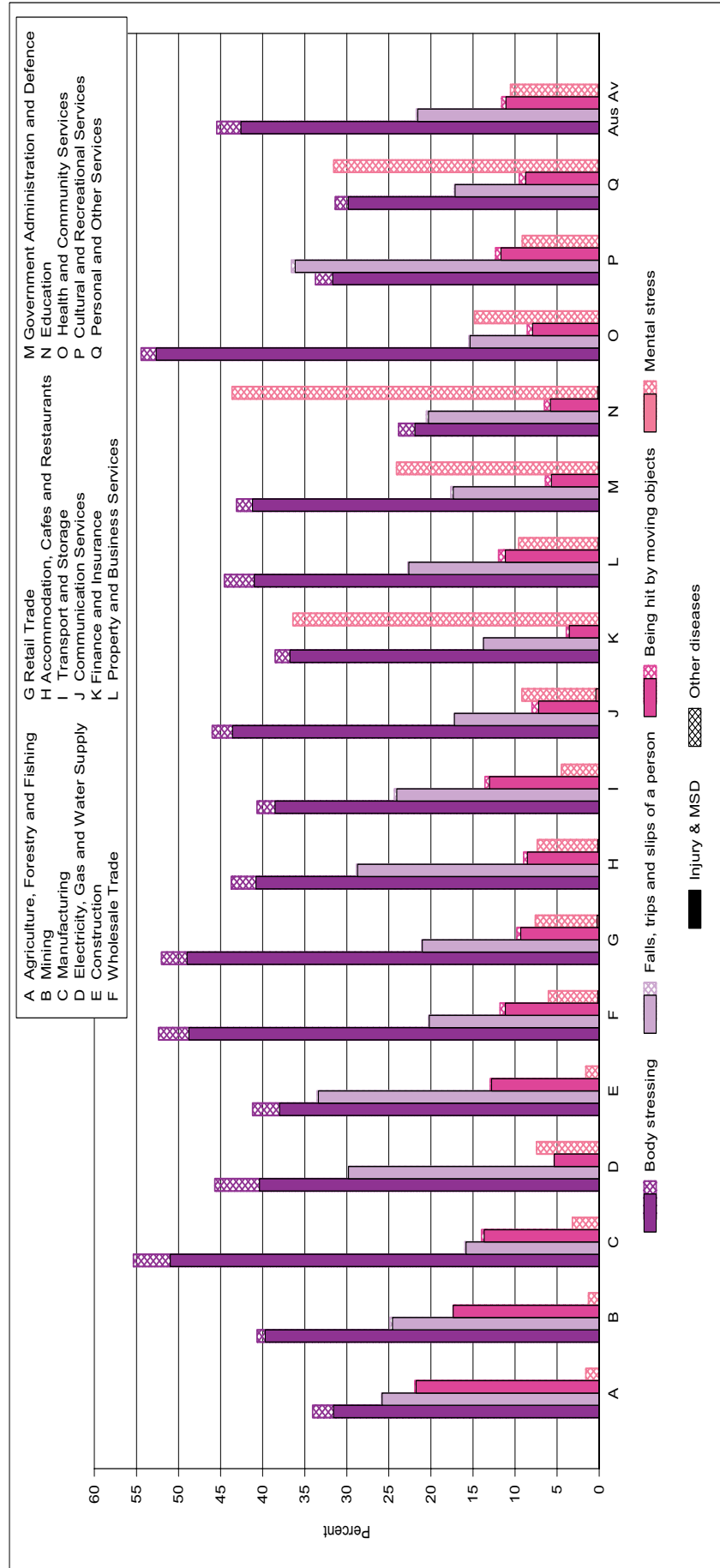


Figure 24 shows the relative prevalence of the four subcategories of the mechanism of body stressing by jurisdiction. For most jurisdictions, *muscular stress while lifting, carrying or putting down objects* recorded the highest proportion of all *body stressing* claims resulting in 12 or more weeks compensation. Note that the pattern between injury and disease claims is different to previous reports due to the application of the new injury definition now including musculoskeletal disorders

Figure 24 Mechanism of injury/disease: Body stressing - percentage of claims resulting in 12 weeks or more compensation by jurisdiction, 2002-03

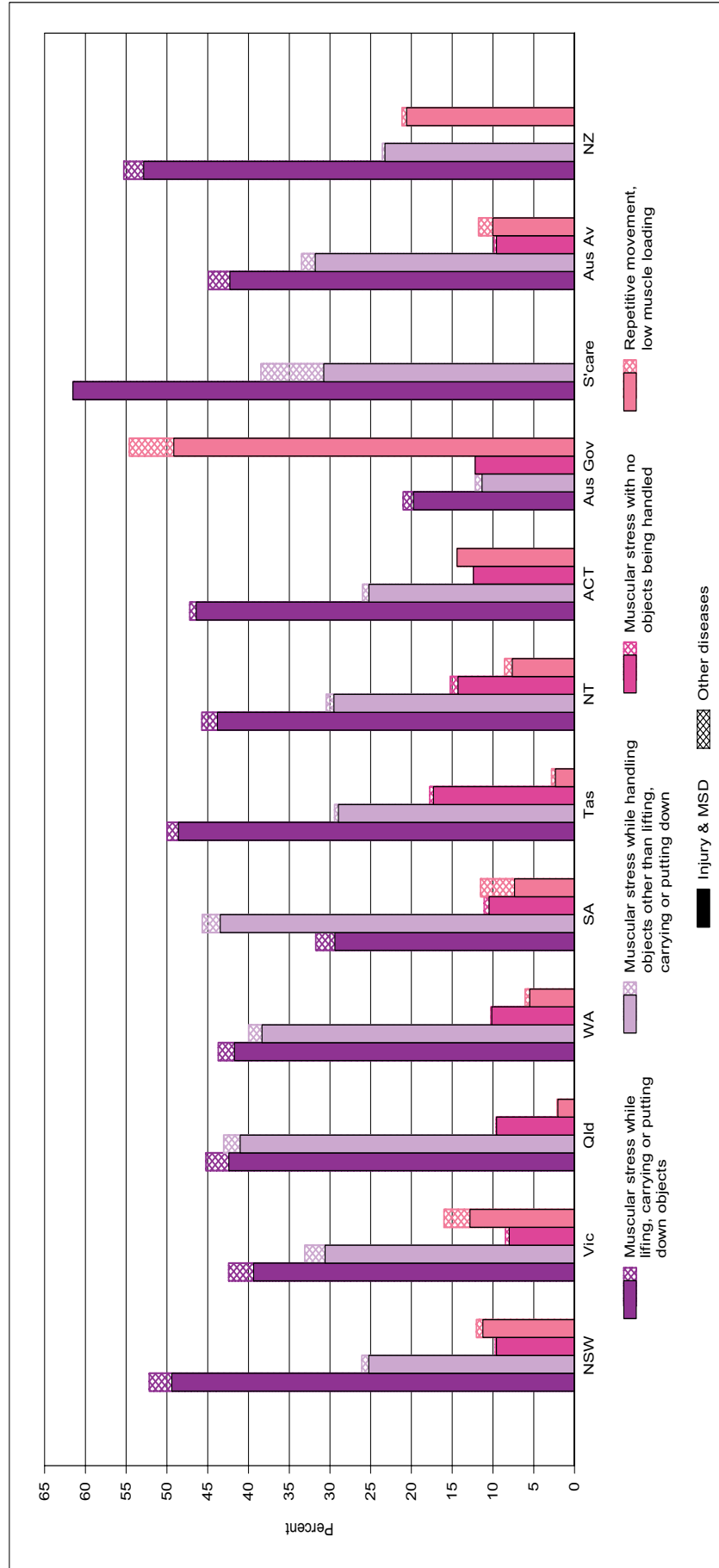
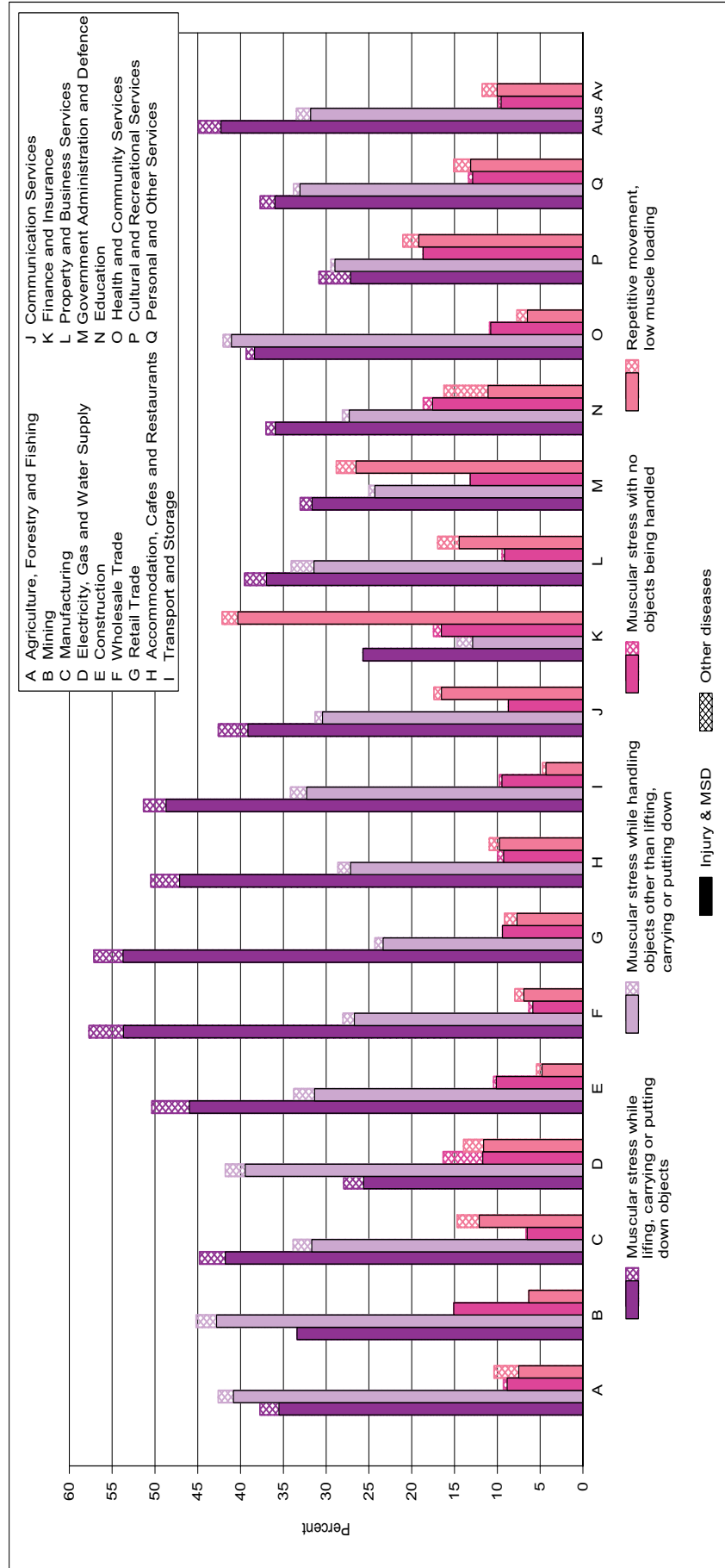


Figure 25 shows the relative prevalence of the four subcategories of the mechanism of *body stressing* by industry. The predominant cause of body stressing in most industries is *muscular stress while lifting, carrying or putting down objects*. This pattern has remained relatively unchanged for the past few years.

Figure 25 Mechanism of injury/disease: Body stressing - percentage of claims resulting in 12 weeks or more compensation by industry, 2002-03



Explanatory notes for part A1

The statistics used in Part A1 are drawn from claims data collected by the respective workers' compensation schemes. The two primary data sources for Part A1 are:

- the National Data Set for Compensation-based Statistics (NDS), which is a data collection framework developed for the Australian workers' compensation schemes. More information on the NDS is contained on page 21. The New Zealand Accident Compensation Corporation also collects data in accordance with the NDS; and
- the Australian Bureau of Statistics denominator data, based on Labour Force Survey and Survey of Employment and Earnings data. Seacare uses quarterly surveys of all employers to obtain denominator data.

The following table shows the number of claims that resulted in a fatality, permanent incapacity or a temporary incapacity with an absence from work of one or more weeks, an estimate of the number of employees in each jurisdiction and an estimate of the number of hours worked in each jurisdiction in 2002–03. These figures are those used to calculate the incidence and frequency rates in this report. The estimates for number of employees and hours worked are supplied by the Australian Bureau of Statistics and are matched to the scope of the claims data but may not be exact, particularly in the smaller jurisdictions.

Jurisdiction	Claims	% of claims	Employees	% of employees	Hours ('000)	% of hours
New South Wales	51 440	38.3	2 753 740	32.9	4 712 030	33.2
Victoria	26 270	19.5	2 138 880	25.5	3 521 970	24.8
Queensland	25 060	18.6	1 404 700	16.8	2 304 190	16.3
Western Australia	10 640	7.9	833 830	10.0	1 397 520	9.9
South Australia	12 210	9.1	615 710	7.4	1 005 240	7.1
Tasmania	3 050	2.3	173 770	2.1	278 580	2.0
Northern Territory	1 280	1.0	91 550	1.1	159 110	1.1
Australian Capital Territory	1 920	1.4	115 750	1.4	189 750	1.3
Australian Government	2 490	1.9	243 590	2.9	598 870	4.2
Seacare	120	0.1	3 360	0.0	7 260	0.1
AUSTRALIAN TOTAL	134 480	100	8 374 880	100	14 174 510	100
New Zealand	22 890		1 780 320		3 266 140	

Definitions

Injury and MSD

For the CPM report data for occupational injuries have been combined with data on musculoskeletal disorders. See page 21 for more information. **Occupational injuries** are defined as all employment-related injuries which are the result of a single traumatic event, occurring while a person is on duty, or during a recess period, and where there was a short or non-existent latency period. This includes injuries which are the result of a single exposure to an agent(s) causing an acute toxic effect.

Other diseases

With this report, data on musculoskeletal disorders have been removed from the rest of the data for occupational disease. See page 21 for more information. **Occupational diseases** are defined as all employment-related diseases which result from repeated or long-term exposure to an agent(s) or event(s), or which are the result of a single traumatic event where there was a long latency period (for example, the development of hepatitis following a single exposure to the infection).

Duration of absence

'One week lost' is accrued when the compensated time lost equals the number of hours usually worked each week by the injured worker. Compensated fatalities are included in all charts depicting injury and disease claims resulting in time lost from work. Permanent injury and disease claims are included in charts reporting claims involving one or more weeks of compensation, they are however only included in the charts for 12, 26 or 52 weeks off work when the time lost on these claims extends to these periods.

Employee

An employee is a person who works for a public or private employer on a full-time or part-time basis, receives remuneration in wages or salary and who would normally be covered by workers' compensation legislation. Australian Government employees working in each jurisdiction, including Australia Post and Telstra employees, have been included in Australian Government figures rather than State or Territory results. The Australian Capital Territory Public Service employees are covered by the Comcare scheme but operate under the OHS provisions of the Australian Capital Territory. As such, these employees have been combined with Australian Capital Territory Private sector employees for this section.

Frequency rate

The number of compensated injury and disease claims reported for each jurisdiction or industry has been divided by the estimated number of hours worked by employees in the respective jurisdiction or industry to facilitate comparison between schemes. Frequency rates for work-related injury and disease are shown per million hours worked by employees and per 100 million hours worked by employees for fatality rates.

Incidence rate

The number of compensated injury and disease claims reported for each jurisdiction or industry has been divided by the estimated number of employees in the respective jurisdiction or industry to facilitate comparison between schemes. Incidence rates for work-related injury and disease are shown per 1000 employees and per 100 000 employees for fatality rates.

Industry

The industries reported in CPM are categorised according to the ABS classification, the *Australian and New Zealand Standard Industrial Classification (ANZSIC)*.

Time series and adjustment of scheme data

Comparison of 2002–03 data with previous annual data should be undertaken with caution. Where provided, commentary relating to these comparisons should be read carefully. Data shown for 2002–03 are preliminary as they are taken from an earlier stage of claims processing than data for previous years shown in this publication. Therefore, these data are likely to be understated. Moreover, in analysing trends over time, consideration needs to be given to any changes to jurisdiction-specific legislation during the period concerned.

A move to a later version of the NDS (NDS2) in 2000-01 has resulted in a lack of time series continuity between 1999–2000 and 2000–01. The NDS1 scope differs from the NDS2 scope in that one working week is defined as 5 working days. The nature of the 'break' in series brought about by this change is not the same across the jurisdictions, due to the slightly different formats used to supply the data. To increase comparability between jurisdictions and improve consistency over time, factors have been applied to some historical and current year jurisdictional data.

For 1998–99 and 1999–2000, data from New South Wales, Tasmania, ACT Private and New Zealand use definitions of a working week similar to NDS2 to calculate time lost for claims. Since data for 1998–99 and 1999–2000 are covered by NDS1 with a different definition for determining time lost, this resulted in over reporting of the number of part-time workers' claims for these jurisdictions. To improve data comparability across jurisdiction, for the years mentioned, data for these jurisdictions were decreased by a factor of 3.3%.

Actual figures for the NDS2 data items, hours usually worked and/or hours lost, were not available for Western Australia and the Northern Territory. Therefore, estimates needed to be derived for the supply of these data items following the introduction of NDS2 in 2000–01. Due to the methodology, one working week lost could only be derived as 5 working days lost (as per NDS1 scope). To make the data reported from Western Australia and the Northern Territory (NDS1 scope) and data reported for all other jurisdictions (NDS2 scope) compatible, the data for these two jurisdictions have been increased by a factor of 3.3% from 2000–01 onwards.

These factors are shown in the following table:

Jurisdiction	Factors from 2000–01	Factors for previous years
New South Wales	0	-3.3%
Victoria	see next section	see next section
Queensland	0	0
Western Australia	3.3%	0
South Australia	0	0
Tasmania	0	-3.3%
Northern Territory	3.3%	0
Australian Government	0	0
ACT Public service	0	0
ACT Private	0	-3.3%
Seacare	0	0
New Zealand	0	-3.3%

Adjustment of Victorian data

Due to the structure of the Victorian workers' compensation scheme, Victorian data reported for the NDS are not directly comparable with other jurisdictions. Victorian employers are normally required to cover the costs of work-related injuries that do not result in more than 10 days off work.

In order to compare Victorian claims data with other jurisdictions, adjustments have been made to estimate the number of Victoria's claims with 5 to 10 days off work. To determine the appropriate factors for initial CPM reports, actuaries William M Mercer were engaged to analyse relevant data and develop the necessary adjustment factors. To coincide with the introduction of NDS2 for 2000–01, the adjustment methodology was revisited with the view to calculating new adjustment factors to apply to 2000–01 data and beyond.

To calculate Victorian 10 day excess factors, the percentage of claims of 5 to 10 days duration for Victoria was compared with the percentage of 5 to 10 day claims for other Australian jurisdictions (averaged over the period 1998–99 to 2000–01 to allow adequate claim development). From this comparison, the number of Victorian 5 to 10 day claims was increased by a factor so that the percentage of such claims was similar to the Australian average for 5 to 10 day duration claims. The analysis was undertaken at the industry division level to allow for a greater degree of homogeneity in respect of claim duration.

Standardisation

One factor that may influence incidence and frequency rates is the mix of industries which comprise the workforce in each jurisdiction. In applicable figures, data have been standardised to account for different workforce compositions, facilitating better comparison of jurisdictions' performances.

The indirect method of standardisation was applied to scheme data to account for the different risks in each industry and the different compositions of industry employment between jurisdictions. The indirect method applies the incidence rate of each homogeneous group (industry or sub-industry division) of the total Australian population, to the population of each respective homogeneous group by jurisdiction. The standardisation factor for each jurisdiction is calculated as the ratio of actual industry division claims by jurisdiction and the expected industry division claims by jurisdiction (which is based on the average Australian incidence rates for each homogeneous group).

In effect, the standardisation factor is a weighted average of the relative risks of each homogeneous group in the Australian industry population that is applied to the jurisdictions' industry population to weight the relative risks. The standardised incidence rate for each jurisdiction is therefore the product of the jurisdiction's standardisation factor and the Australian population incidence rate.

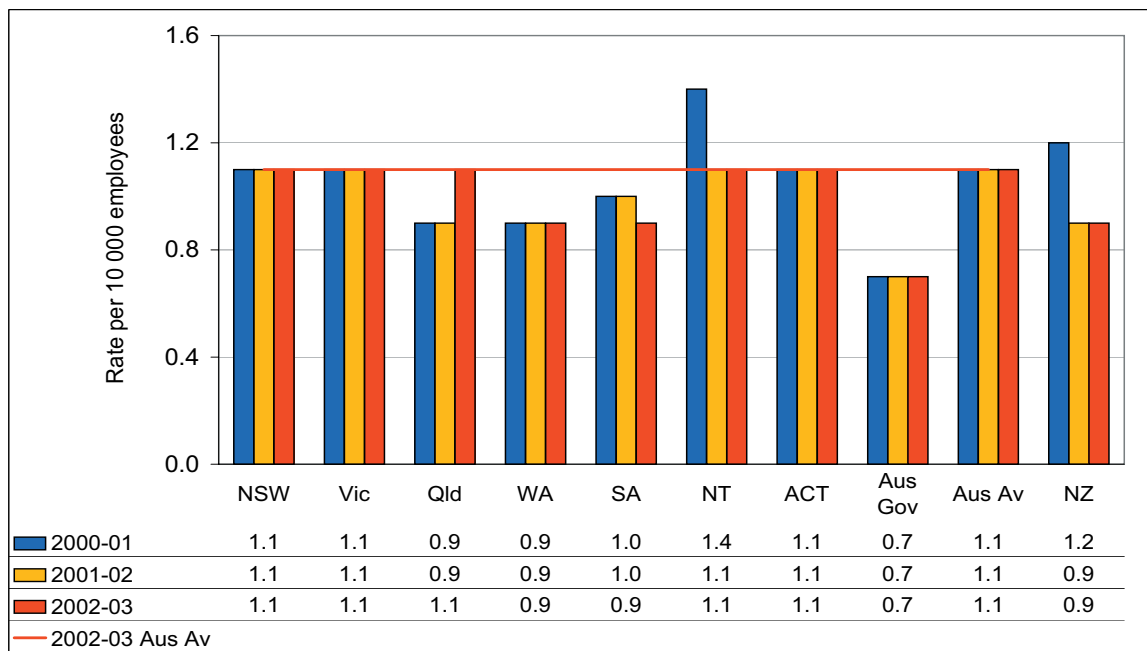
Enforcement

Part A2 reports on activities relating to the enforcement of OHS legislation across jurisdictions. In some jurisdictions, OHS inspectors are also responsible for enforcement of other legislation such as dangerous goods. The data used in these comparisons have been adjusted to reflect only those activities relating to OHS legislation. For more information see the Explanatory Notes at the end of this section. Additional information on enforcement and prevention strategies adopted in each jurisdiction can be found in the report titled *Comparison of Occupational Health and Safety Arrangements in Australia and New Zealand, 3rd Edition*.

All references to the Australian Capital Territory in this section refer to both the Australian Capital Territory Private and Public Service sectors.

Figure 26 shows the number of field active inspectors employed per 10 000 employees in each jurisdiction. This figure shows that most jurisdictions employ around the Australian average of 1.1 inspectors per 10 000 employees and that these rates have remained fairly stable over the last three years. The Australian Government does not have data which accord with the data definitions and therefore cannot be compared directly with other jurisdictions (see Explanatory notes at the end of this section).

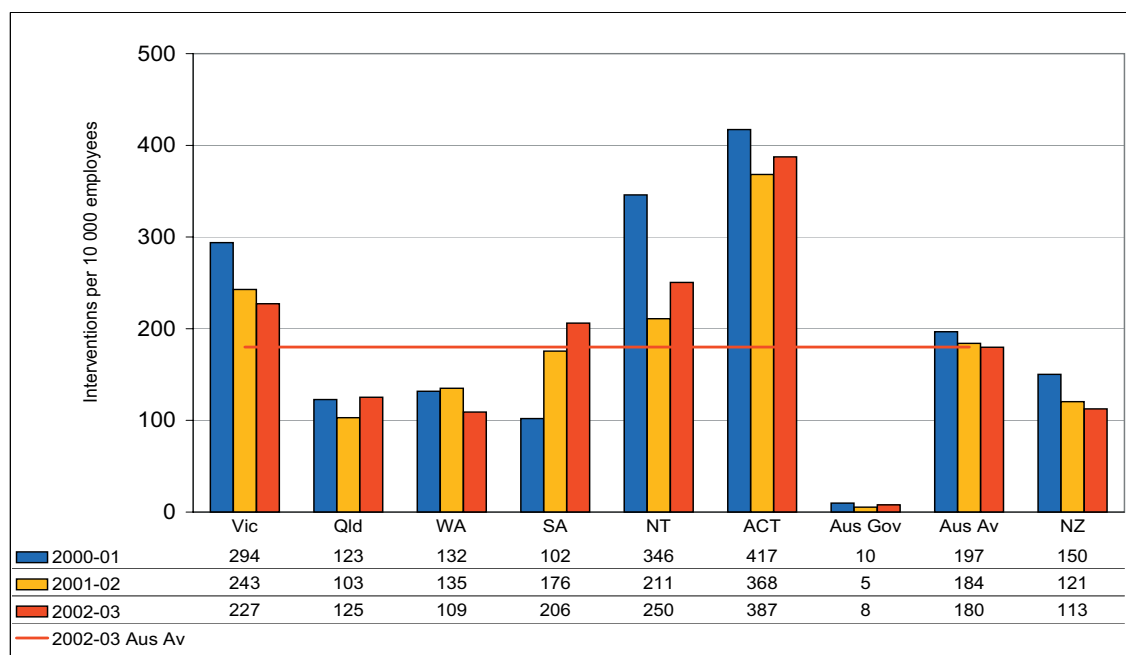
Figure 26 Field active inspectors per 10 000 employees



Seacare and Tasmania are working on collecting data according to the required definitions.

Figure 27 shows the number of workplace interventions per 10 000 employees. A workplace intervention can occur when an inspector visits a workplace to review the implementation of OHS legislation or when an inspector’s attendance is requested following a notifiable work injury or dangerous occurrence. This figure shows that from 2000–01 to 2002–03 the rate of interventions has decreased in many jurisdictions resulting in the Australian average recording a 9% fall over this period. South Australia is the most notable exception to the decreasing trend. The Australian Government does not have data which accord with the data definitions and therefore cannot be compared directly with other jurisdictions (see Explanatory notes at the end of this section).

Figure 27 Workplace interventions per 10 000 employees



New South Wales, Seacare and Tasmania are working on collecting data according to the required definitions.

Table 3 reports on enforcement activity undertaken by jurisdictions for each year 2000–01 to 2002–03. This table shows that the number of field active inspectors has remained stable or increased over the three years in all jurisdictions except the Northern Territory. Despite this, the number of workplace interventions undertaken in each jurisdiction has shown a high level of variability with South Australia reporting the largest increase in the number of interventions and Victoria the greatest fall. The number of notices issued by jurisdictions has increased for all types of notices: infringement, improvement and prohibition, with South Australia recording the largest percentage increase in the number of notices issued. Similarly substantial increases in the amount of court awarded fines have been recorded in most jurisdictions over the past three years, mainly due to increases in maximum penalties.

Table 4 Enforcement Activity

	NSW	Vic	Qld	SA	WA	Tas	NT	ACT	Seacare ^a	Aus Gov	Total Aus	NZ
Number of field ac-												
tive inspectors												
2000-01	301	220	121	57	69	n/a	12	12	2	^b 16	853	165
2001-02	301	226	127	57	70	n/a	10	12	2	^b 16	872	154
2002-03	301	236	148	57	70	n/a	10	12	2	^b 16	899	168
Total workplace inter-												
ventions												
2000-01	n/a	59 763	16 044	5 875	^c 10 075	n/a	2 877	4 622	12	^b 230	103 906	21 238
2001-02	n/a	50 343	13 835	10 325	^c 10 596	n/a	1 883	4 167	14	^b 134	99 553	21 094
2002-03	n/a	48 425	17 375	12 582	^c 8 731	n/a	2 233	4 333	12	^b 194	99 688	20 010
Number of infringe-												
ment notices issued												
2000-01	1 636	n/a	127	n/a	n/a	n/a	49	n/a	n/a	n/a	1 812	0
2001-02	1 471	n/a	99	n/a	n/a	n/a	71	0	n/a	n/a	1 641	0
2002-03	1 289	n/a	289	n/a	n/a	n/a	242	0	n/a	n/a	1 790	0
Number of improve-												
ment notices issued												
2000-01	12 480	6 867	7 160	532	8 460	498	10	47	0	10	36 064	^d 18 847
2001-02	10 517	11 922	6 246	1 025	9 818	420	19	77	3	8	40 055	^d 17 302
2002-03	12 646	14 964	11 136	1 977	10 274	346	22	80	0	18	51 463	14 652
Number of												
prohibition notices												
issued												
2000-01	1 332	2 752	1 411	184	736	93	19	42	0	4	6 573	^d
2001-02	786	3 102	1 188	191	887	109	25	39	2	2	6 331	^d
2002-03	779	2 904	1 256	364	875	131	56	48	2	8	6 420	990
Number of legal												
proceedings com-												
menced												
2000-01	467	112	141	1	37	9	3	2	0	1	687	118
2001-02	550	186	131	21	55	33	2	1	0	0	983	143
2002-03	462	217	122	16	61	38	0	2	0	0	917	141
Number of prosecu-												
tions resulting in												
conviction												
2000-01	404	107	129	1	30	9	1	1	0	1	608	108
2001-02	455	115	114	8	41	11	2	0	0	0	753	132
2002-03	443	105	101	22	38	24	0	2	0	0	739	119
Total amount of												
finances awarded by the												
courts ('000)												
2000-01	\$5 400	\$1 665	\$897	\$33	\$106	\$66	\$26	\$4	0	\$160	\$7 904	NZ\$694
2001-02	\$9 500	^e \$6 069	\$1 593	\$101	\$187	\$32	\$59	-	0	0	\$17 862	NZ\$916
2002-03	\$13 000	\$2 997	\$1 994	\$379	\$152	\$199	-	\$3	0	0	\$18 724	NZ\$899

^a Seacare data on inspectors and workplace interventions relate only to reactive workplace interventions. ^b Aus Gov data cannot be compared directly with other jurisdictions (See Explanatory Notes). ^c In WA, 'total workplace interventions' does not include inspectors delivering educational advice or information. ^d NZ, data for improvement and prohibition notices shown under prohibition. ^e In Victoria 2001-02 there was one unusual prosecution of \$2 million.

Explanatory notes for part A2

Definitions

Number of field active inspectors

Field active inspectors are defined as gazetted inspectors whose role is to spend the majority of their time enforcing provisions of the legislation directly with workplaces i.e. a compliance field role. The inspectors counted under this item are those whose work is specifically related to OHS. Where inspectors are gazetted under a number of separate pieces of legislation (Dangerous goods, Electricity, General OHS) only their time taken on OHS activities has been counted. Current vacancies are included in these numbers. Mines inspectors have been excluded from the data due to different legislation operating across jurisdictions.

Total workplace interventions

Total workplace interventions is the sum of all *proactive* and *reactive* workplace interventions. Interventions in the mining sector are not included. *Proactive* interventions are defined as all workplace visits that have not resulted from a complaint or workplace incident. They include all planned interventions, routine workplace visits, inspections/audits and industry forums/presentations (where an inspector delivers educational advice or information). *Reactive* interventions are defined as attendances at work sites following notifiable work injuries, dangerous occurrences or issuing of notices where comprehensive investigation summaries (briefs of evidence) are completed. An investigation summary is the completion of a documentation template. The investigation summary includes details of action taken, notices issued and summaries of conversations with employees and employers.

Improvement, prohibition and infringement notices

Notices are defined by legislation in each jurisdiction. In some instances a single notice is issued for multiple breaches of the legislation while in other instances multiple notices are issued. Therefore the data shown under these items will not be strictly comparable across jurisdictions.

Number of Legal Proceedings Commenced

A legal proceeding is defined as any investigation activity where a complaint has been laid or a summons issued against a company or individual.

Number of prosecutions resulting in a conviction

A prosecution is counted as a conviction once it has been recorded against a company or individual in the judicial system, regardless of whether a penalty was imposed.

Total amount of fines awarded by the courts (\$)

This item is defined as the total amount of penalties imposed by the court on offenders. In some instances the courts declare that penalty amounts are to remain confidential. Therefore the data recorded here are only those amounts known publicly.

Number of employees

To be consistent with the other data in this section, the number of employees used in the calculations does not include those employed in the mining sector. The numbers used in this section are otherwise consistent with those used in Part A1 of this report.

Data for Australian Government

While data have been provided by the Australian Government, they are not comparable with other jurisdictions' data as their data do not match the definitions. Comcare directly employs less than 20 staff who are appointed as investigators under the relevant legislation and contracts with state and territory OHS authorities and private sector firms to provide investigation services in relation to the conduct of reactive investigations, as required. In addition to these reactive investigations, Comcare utilises its own staff, appointed as investigators, to conduct an annual program of planned investigations. This program involves comprehensive investigations of occupational health and safety management systems across a number of employers. A small number of employers have been granted self audit status, with overall monitoring provided by Comcare's staff investigators.

Not all requests for investigations or incidents notified to Comcare result in a formal investigation. In a number of cases, Comcare will make a range of enquiries in order to inform a decision whether an investigation is warranted. In 2001–02, 460 such matters were resolved to Comcare's satisfaction without the need for formal investigation. In 2002–03, 404 matters were resolved without the need for formal investigation.

