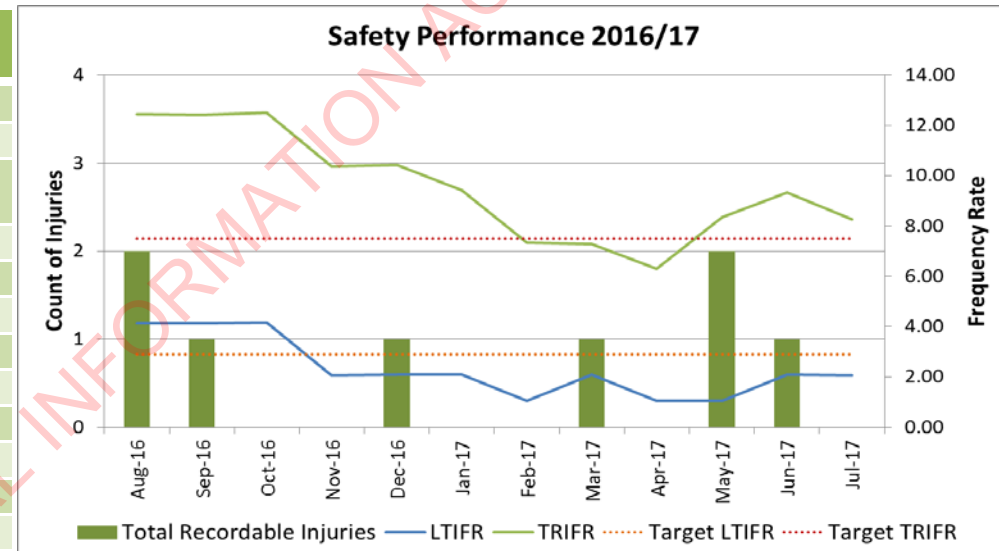
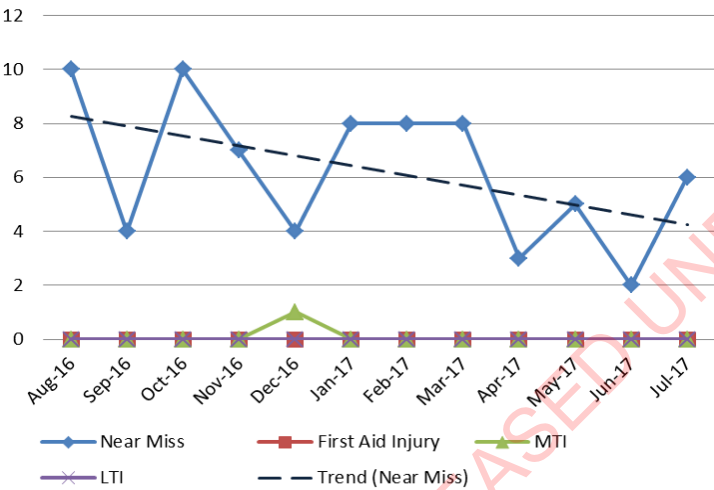


	For the Month	Last 12 months
Near Miss (TOTAL)	10	186
Category 1 - likely to result in First Aid Injury	3	76
Category 2 - likely to Have Resulted in Medical Treatment or Lost Time Injury (excluding serious harm)	4	70
Category 3 - likely to result in Serious Harm	3	40
First Aid Injury	3	11
Medical Treatment Injury (MTI)	0	4
Restricted Work Injury (RWI)	0	2
OCC Illness	0	0
LOST TIME INJURY (LTI)	0	2
TOTAL RECORDABLE INJURY (TRI)	0	8
Days Lost - LTI	0	2
Days Lost - RWI	0	6

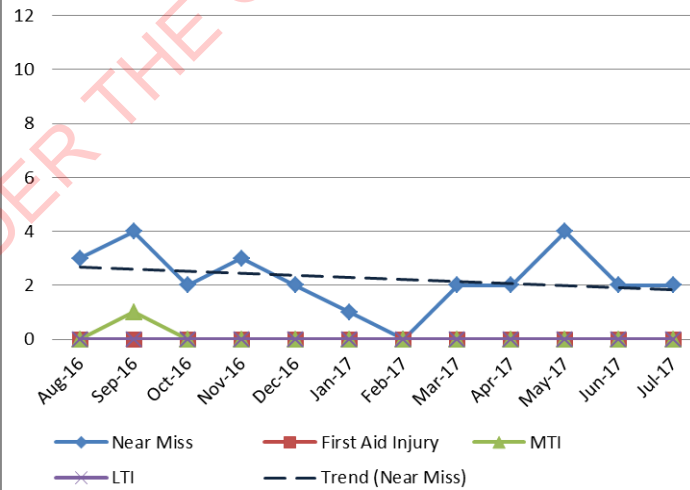


Incident Numbers for Principal Risks

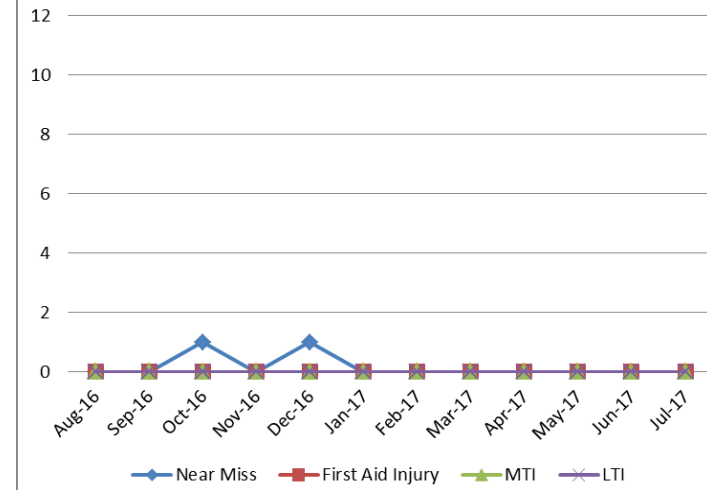
Driving Incidents



Aggressive Behaviour



Psychological Harm



Update - Incidents
<p>TRIFR =8.26 target 7.5 and LTIFR = 2.06 target 2.9 per 1 million hrs worked.</p> <p>First Aid injuries –There were 3 incidents, a slip down the stairs resulting in contusions, a scald from hot coffee and closing the vehicle door on their finger.</p> <p>Driving Near Misses- one fatigue related, due the travel time at beginning and end of day, mitigation is to plan travel to reduce exposure hours including option of staying overnight. Three inspectors had to brake and pull over suddenly 1) when a turning vehicle crossed the white line in front of them, 2) a student wearing headphones ran across the road without looking 3) a vehicle pulled out in front of an inspector. An E-learning modules on hazard awareness when driving will be rolled out organisation wide as part of the ongoing driver training programme.</p> <p>Aggressive Behaviour, Near Misses –Two inspectors who were undertaking a woodworking manufacturing assessment when the duty holder became verbally abusive – the inspectors felt threatened and left the site. The second one was a person waiting in the stairwell when an inspector arrived at work alone, the contractor who was visiting another unit did not identify himself initially and the inspector felt threatened. The Situational Safety and Tactical Communications programme currently underway will help inspectors develop skills to prevent and build confident to manage these threatening situations.</p>

Update																																
<p>Lead indicators “Safety Culture Index” measured by the “We say survey” May 2017 reported a 7% improvement in level of agreement since the December 2014 measurement and a 4.7 % since the pulse survey of November 2016.</p>																																
<table border="1"> <thead> <tr> <th>Question</th> <th>Dec 14</th> <th>Nov 2016</th> <th>May 2017</th> </tr> </thead> <tbody> <tr> <td>I am encouraged to say something when I see unsafe behaviour</td> <td>79.9%</td> <td>80.5%</td> <td>81% agreement</td> </tr> <tr> <td>Manager follow through on their commitment to safety</td> <td>65%</td> <td>66%</td> <td>71.4% agreement</td> </tr> <tr> <td>Safety is openly discussed at team meetings</td> <td>62.5%</td> <td>85.7%</td> <td>84.5 % agreement</td> </tr> <tr> <td>I have the skills and resources to do my job safely</td> <td>78%</td> <td>74.2%</td> <td>81.3% agreement</td> </tr> <tr> <td>Incidents, accidents and near misses are reported</td> <td>71.2%</td> <td>70.8%</td> <td>80% agreement</td> </tr> <tr> <td>Manager’s take action when safety concerns are raised</td> <td>77.8%</td> <td>72%</td> <td>79% agreement</td> </tr> <tr> <td>Overall result</td> <td>72.4 agreement</td> <td>74.8% agreement</td> <td>79.5 % agreement</td> </tr> </tbody> </table>	Question	Dec 14	Nov 2016	May 2017	I am encouraged to say something when I see unsafe behaviour	79.9%	80.5%	81% agreement	Manager follow through on their commitment to safety	65%	66%	71.4% agreement	Safety is openly discussed at team meetings	62.5%	85.7%	84.5 % agreement	I have the skills and resources to do my job safely	78%	74.2%	81.3% agreement	Incidents, accidents and near misses are reported	71.2%	70.8%	80% agreement	Manager’s take action when safety concerns are raised	77.8%	72%	79% agreement	Overall result	72.4 agreement	74.8% agreement	79.5 % agreement
Question	Dec 14	Nov 2016	May 2017																													
I am encouraged to say something when I see unsafe behaviour	79.9%	80.5%	81% agreement																													
Manager follow through on their commitment to safety	65%	66%	71.4% agreement																													
Safety is openly discussed at team meetings	62.5%	85.7%	84.5 % agreement																													
I have the skills and resources to do my job safely	78%	74.2%	81.3% agreement																													
Incidents, accidents and near misses are reported	71.2%	70.8%	80% agreement																													
Manager’s take action when safety concerns are raised	77.8%	72%	79% agreement																													
Overall result	72.4 agreement	74.8% agreement	79.5 % agreement																													

Lead Indicators	Measures	Result
Driving	The percentage of inspector drivers who are up to date with their individual Hazard Perception Training Programme modules	Quarterly update – June 2017 100% up-to- date.
Violence and Threatening Behaviour	The percentage of inspectors who have completed the Tactical Communications E Learning Module within two weeks of commencing employment.	100% of cohort 12 (April intake) of Trainee Inspectors completed the Tactical Communications modules within 2 weeks of commencing employment.
Psychological harm as a result of:	The level of agreement to the following statements in the staff perception survey: <i>The level of work-related stress I experience at work is acceptable. I am able to maintain a balance between my personal and working life.</i>	From employee engagement survey May 2017 Work related stress = level of agreement WSNZ 55.4% , benchmark (of similar public sectors organisations) 61.7% Work/ personal life balance = level of agreement WSNZ 64.5% , Benchmark (of similar public sectors organisations) 70.3%
Our Culture	The level of agreement to the safety culture index in the staff perception survey.	From employee engagement survey May 2017 Level of agreement WSNZ 79.5% , Dec 14 72.5%

DEFINITIONS

NEAR MISS: those occurrences where no harm occurred but where harm could have occurred

FIRST AID INJURY: those occurrences that resulted in the administration of first aid, but did not require medical attention or time lost from work

MEDICAL TREATMENT INJURY (MTI): those occurrences that resulted in the need for treatment by a medical practitioner, but did not result in time lost from work

RESTRICTED WORK INJURY: those occurrences that prevent the employee from undertaking one or more of their normal work tasks, or from working the full work day

OCCUPATIONAL ILLNESS: any abnormal condition or disorder, other than those associated with injury, caused by factors associated with employment

LOST TIME INJURY (LTI): those occurrences that resulted in a fatality, permanent disability or time lost from work of one day/shift or more

TOTAL RECORDABLE INJURY (TRI): those occurrences that resulted in lost time injury, medical treatment injury, or restricted work injury

LOST TIME INJURY FREQUENCY RATE: the number of recordable cases involving days away due to lost time injuries, multiplied by 1,000,000, then divided by the total number of hours worked by all employees for 12 months to date

TOTAL RECORDABLE INJURY FREQUENCY RATE: the total number of lost time injuries, medical treatment injuries and return to work injuries, multiplied by 1,000,000, then divided by the total number of hours worked by all employees for 12 months to date

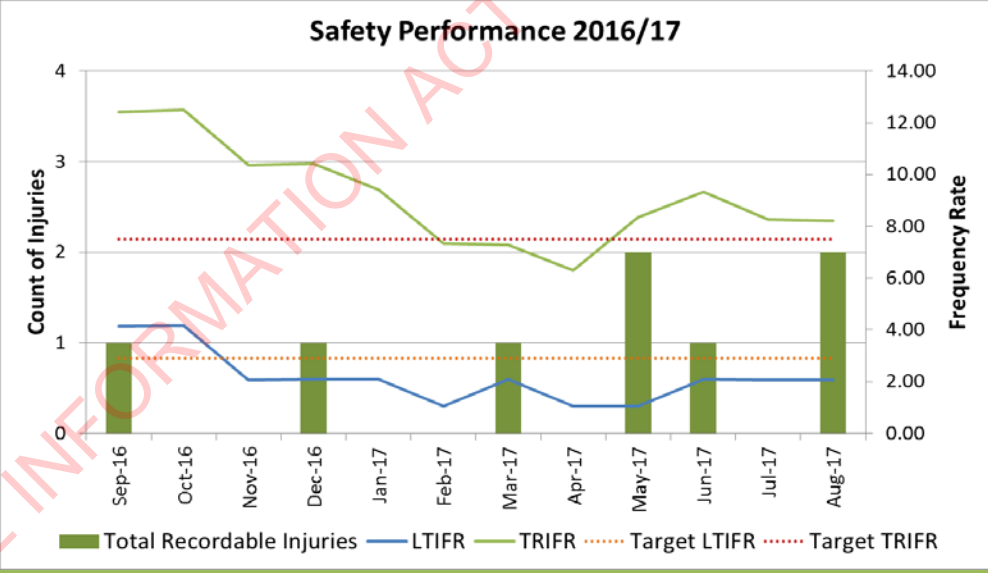
Lead Indicators	Measures	Result
Driving	The percentage of inspector drivers who are up to date with their individual Hazard Perception Training Programme modules	Quarterly update – June 2017 100% up-to- date.
Predictive Driving Indicator	Number of speeding infringements since 1 January 2017 Total number to date 11 incidents Number of speeding infringements in 2016 = 12	From Fleet-Smart information - 2017 9% <5Kms over limit 45.5 % >5kms. over limit 45.5 % >10Kms over limit
Violence and Threatening Behaviour	The percentage of inspectors who have completed the Tactical Communications E Learning Module within two weeks of commencing employment.	100% of cohort 12 (August intake) of Trainee Inspectors completed the Tactical Communications modules within 2 weeks of commencing employment.
Psychological harm as a result of: <ul style="list-style-type: none"> traumatic events workplace stress 	The level of agreement to the following statements in the staff perception survey: <i>The level of work-related stress I experience at work is acceptable. I am able to maintain a balance between my personal and working life.</i>	From employee engagement survey May 2017 Work related stress = level of agreement WSNZ 55.4% , benchmark (of similar public sectors organisations) 61.7% Work/ personal life balance = level of agreement WSNZ 64.5% , Benchmark (of similar public sectors organisations) 70.3%
Our Culture	The level of agreement to the safety culture index in the staff perception survey.	From employee engagement survey May 2017 Level of agreement WSNZ 79.5% , Dec 14 72.5%

Update

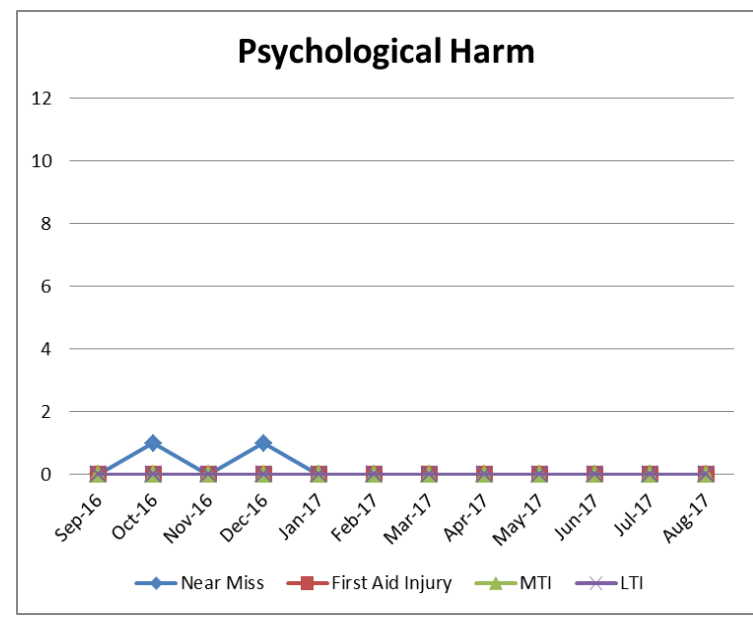
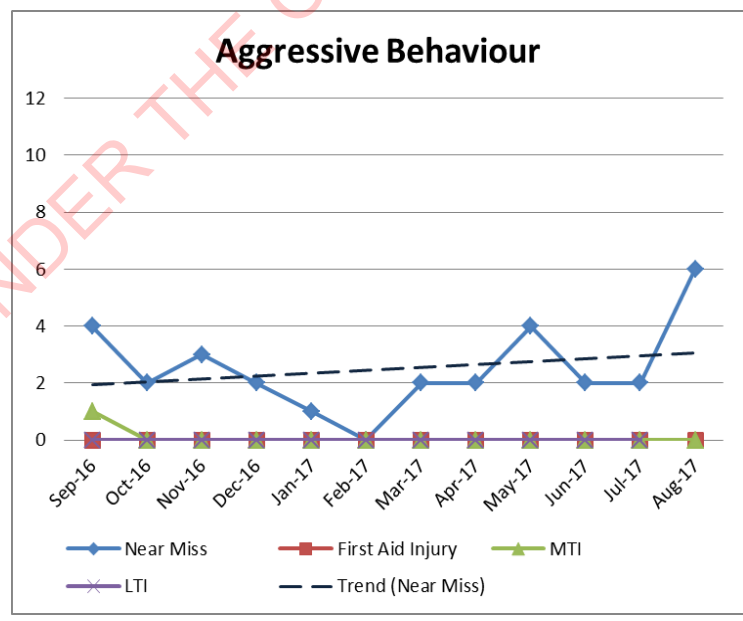
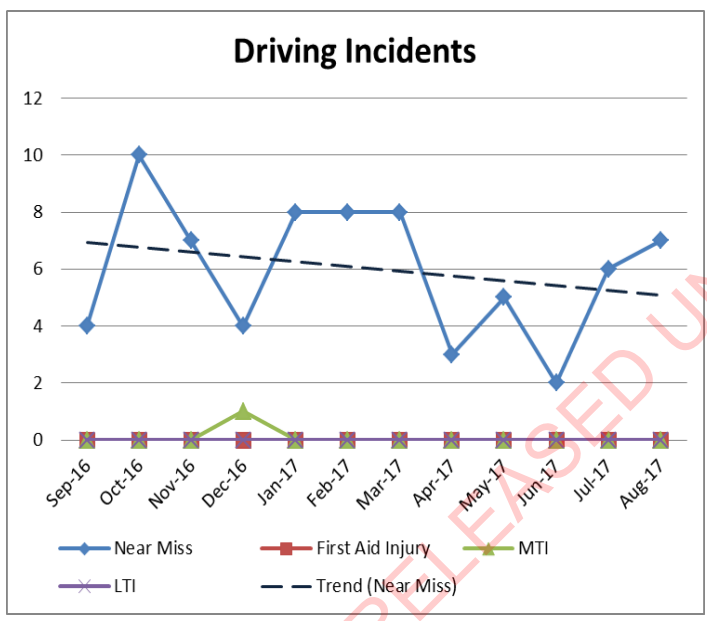
Worker Engagement, Participation and Representation (WEPR) system in WorkSafe. Following the previous regional health and safety sessions on looking how the WEPR could be improved, a workshop with all of the SLT, health and safety representatives (HSR's) and the PSA was undertaken in early August. The areas that were agreed needed working on are culture, leadership, participation, focus on Principal Risks, a consistent approach to health and safety, communication. It was decided that a national health and safety group should be established. This group includes the CE, deputy GM Assessments, an office manager, PSA organiser and H&S delegate, a health and safety representative from each region and a member of the Maru Toa team. Their first task will be to establish purpose and vision of the group and prioritise work programme.

Situational Safety and Tactical Communications training – there have been 6 two day sessions held in August. Given their risk profile the first priority is to train the assessments managers and inspectors. This will be followed by telephone training for the response centre that staff who are exposure to aggressive and threatening people on the telephone.

Incidents	For the Month	Last 12 months
Near Miss (TOTAL)	27	193
Category 1 - likely to result in First Aid Injury	16	83
Category 2 - likely to Have Resulted in Medical Treatment or Lost Time Injury (excluding serious harm)	9	73
Category 3 - likely to result in Serious Harm	2	37
First Aid Injury	3	13
Medical Treatment Injury (MTI)	2	4
Restricted Work Injury (RWI)	0	2
OCC Illness	0	0
LOST TIME INJURY (LTI)	0	2
TOTAL RECORDABLE INJURY (TRI)	2	10
Days Lost - LTI	23	25
Days Lost - RWI	0	6



Incident Numbers for Principal Risks



Sick Leave - Hours per FTE



Update – Incidents

TRIFR = 8.20 target 7.5 and **LTIFR = 2.05** target 2.9 per 1 million hrs worked.

Medical injuries –there were two slip/trips which required medical / physiotherapy treatment neither had time lost from work.

First aid –Arm scratched by a dog at a worksite

Driving Near Misses-.category 3 near miss vehicle crossed the centre line inspector had to take defensive action, other incidents lower risk this month

Aggressive Behaviour, Near Misses –two inspectors visiting a PCBU talking to two health and safety representative when a person approached them becoming aggressive and threatening. The aggressive person did not identify themselves. The incident was discussed at the team meeting to see if there was any learning.

DEFINITIONS

NEAR MISS: those occurrences where no harm occurred but where harm could have occurred

FIRST AID INJURY: those occurrences that resulted in the administration of first aid, but did not require medical attention or time lost from work

MEDICAL TREATMENT INJURY (MTI): those occurrences that resulted in the need for treatment by a medical practitioner, but did not result in time lost from work

RESTRICTED WORK INJURY: those occurrences that prevent the employee from undertaking one or more of their normal work tasks, or from working the full work day

OCCUPATIONAL ILLNESS: any abnormal condition or disorder, other than those associated with injury, caused by factors associated with employment

LOST TIME INJURY (LTI): those occurrences that resulted in a fatality, permanent disability or time lost from work of one day/shift or more

TOTAL RECORDABLE INJURY (TRI): those occurrences that resulted in lost time injury, medical treatment injury, or restricted work injury

LOST TIME INJURY FREQUENCY RATE: the number of recordable cases involving days away due to lost time injuries, multiplied by 1,000,000, then divided by the total number of hours worked by all employees for 12 months to date

TOTAL RECORDABLE INJURY FREQUENCY RATE: the total number of lost time injuries, medical treatment injuries and return to work injuries, multiplied by 1,000,000, then divided by the total number of hours worked by all employees for 12 months to date

Our Health and Safety Performance – September 2017

1.1. Executive Summary

WORKER ENGAGEMENT, PARTICIPATION AND REPRESENTATION (WEPR) SYSTEM IN WORKSAFE

The first meeting of the combined SLT (Nicole Rosie and Jo Pugh), a health and safety representative (HSR) from each region, the PSA organiser, the national health and safety delegate and a Maru Toa representative took place in September. The group agreed their purpose was to provide an opportunity for workers to be heard, to support WorkSafe to align “what we say with what we do” and that health and safety decisions are made where they should be including escalation of and responsibility for issues to local management. This group will work together to decide the best on-going structure to enhance health and safety culture change through an effective WEPR system.

PROFESSIONAL SUPERVISION – the quarterly report from Abacus, the provider of Professional Supervision, was received. “Professional self-awareness” was identified as being the primary theme addressed by inspectors in the sessions. (By Abacus’ definition this means our people look at ways to lift and improve their performance.) A survey of attendees will be undertaken in October 2017, this will give us feedback to help evaluate the effectiveness of the service and make any changes to improve it.

INCIDENTS FOR THE MONTH

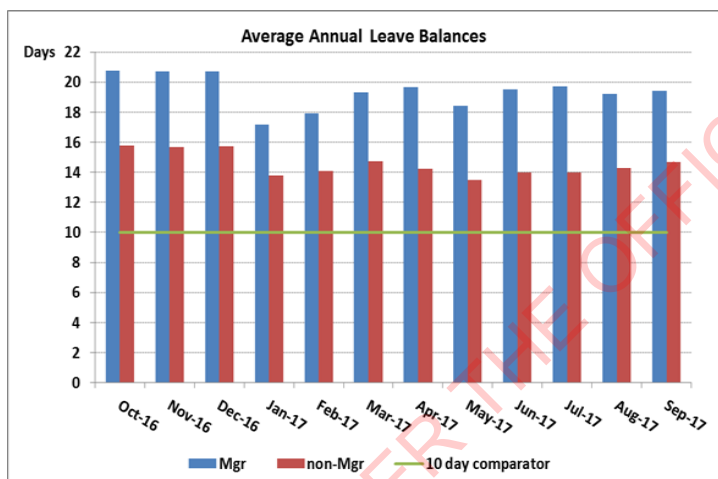
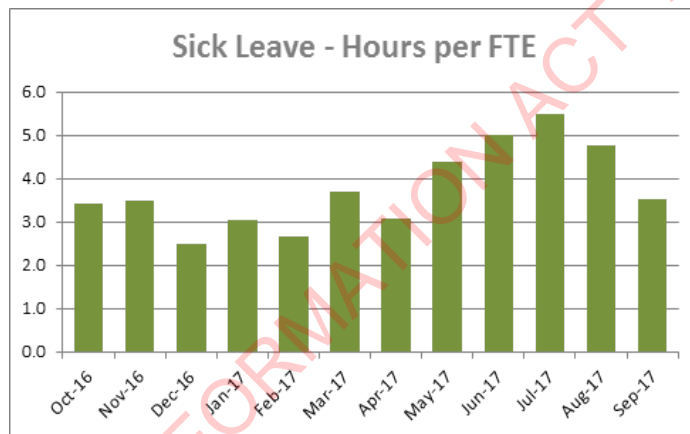
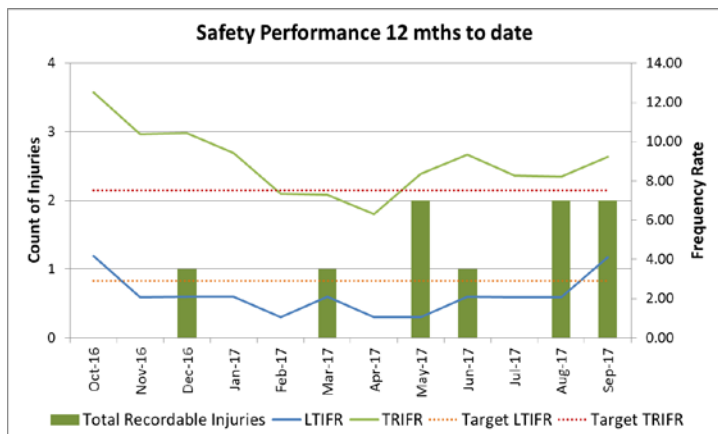
TRIFR = **9.22** target 7.5 and LTIFR = **4.1** target 2.9 per 1 million hrs worked. Exceeding both targets has been driven by two lost time injuries this month.

1.2. Lead Indicators – Critical risks

Lead Indicators	Measures	Target	Result
Driving	The percentage of current inspectors who have completed the eLearning introductory driver training modules	100% completed by 31 st October 2017	71 % completed by 2 October 2017.
	The percentage of new cohort inspectors who have completed the eLearning introductory driver training modules	100% have completed within 2 weeks of commencement	100% completed of Cohort 13 August 2017
Violence and Threatening Behaviour	The percentage of inspectors who have completed the Tactical Communications eLearning Module.	100% of Cohort Trainee Inspectors to have completed within 2 weeks of commencement	100% of Cohort 13 (August intake)
Psychological harm as a result of traumatic events or workplace stress	The level of agreement to the following statements in the staff survey: <ol style="list-style-type: none"> <i>The level of work-related stress experienced at work is acceptable.</i> <i>I am able to maintain a balance between my personal and working life.</i> 	Same or better than public sector benchmark result of 61.7% Same or better than public sector benchmark result of 70.3	From employee engagement survey May 2017 Work related stress = level of agreement 55.4% Work/ personal life balance = level of agreement 64.5% ,
Psycho-social	The percentage of eligible inspectors who have attended Professional Supervision	100% attendance at 3 sessions within a 12 month period	From Abacus Ltd quarterly report. 71% attended >2 sessions in 10 months

Lead Indicators	Measures	Target	Result
Our Culture	Level of agreement with staff survey Safety Culture Index questions.	Maintain or improve on May 2017 result of 79.5%	To be reported after the May 2018 survey.

1.3. Our Health and Safety Performance



Commentary

Annual leave holdings have been added to this report as we recognise that taking leave is important for wellbeing.

We have compared our leave holdings with our We Say engagement survey results regarding work-related stress. Our findings at Group level do not support a correlation between survey results and high leave holdings. We are now working through team level results to further assess and identify actions we should take to respond to survey results regarding stress levels.

We also compared annual leave balances with sick leave absence over the last year and did not find evidence of a relationship between the two types of leave.

1.4. Incidents

Incidents	For the month	Last 12 months
Near Miss (TOTAL)	17	182
Category 1 - likely to result in First Aid Injury	10	76
Category 2 - likely to Have Resulted in Medical Treatment or Lost Time Injury (excluding serious harm)	7	71
Category 3 - likely to result in Serious Harm	0	35
First Aid Injury	2	14
Medical Treatment Injury (MTI)	0	3
Restricted Work Injury (RWI)	0	2
OCC Illness	0	0

Incidents	For the month	Last 12 months
LOST TIME INJURY (LTI)	2	4
TOTAL RECORDABLE INJURY (TRI)	2	9
Days Lost - LTI	21	46
Days Lost - RWI	0	6

Lost time injuries –1) An inspector drove for 4 hours, in spite of a break he complained of being stiff, over the next day his back became painful, he thought due to the ergonomic design of the seat. He went to the doctor who diagnosed a muscle spasm and gave him 2 days off on sick leave. Subsequently he has made an ACC claim which is being investigated as to whether this is a work-related injury.

2) An employee suffered physical symptoms, diagnosed as being caused by workplace stress/shock related to workload and an incident of verbally aggressive behaviour from another staff member. A medical certificate was issued advising not to attend work the following day.

First aid –there were two minor finger injuries.

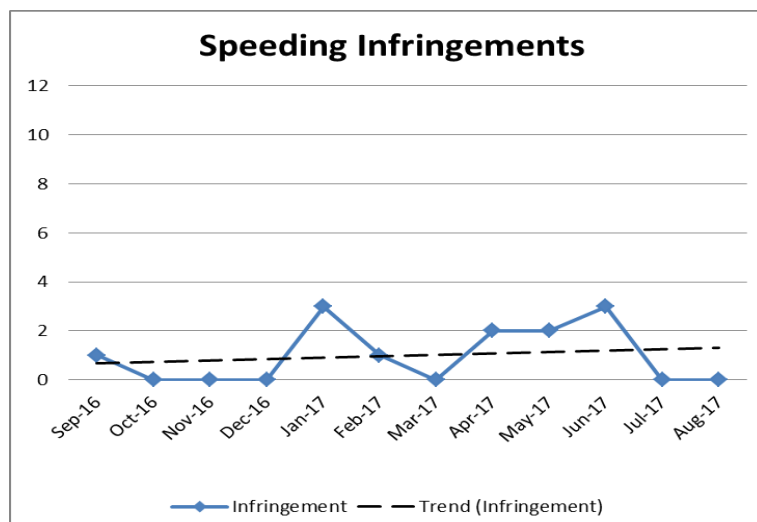
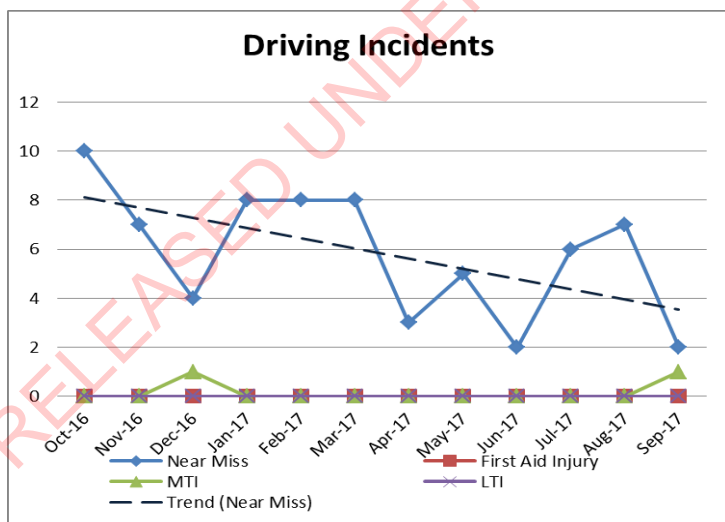
Driving near miss-category 2 near miss, passing vehicle didn't slow down prior to merging lanes.

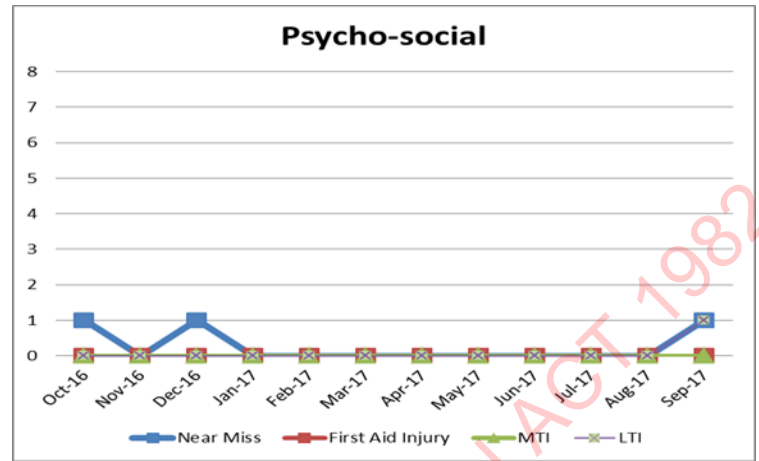
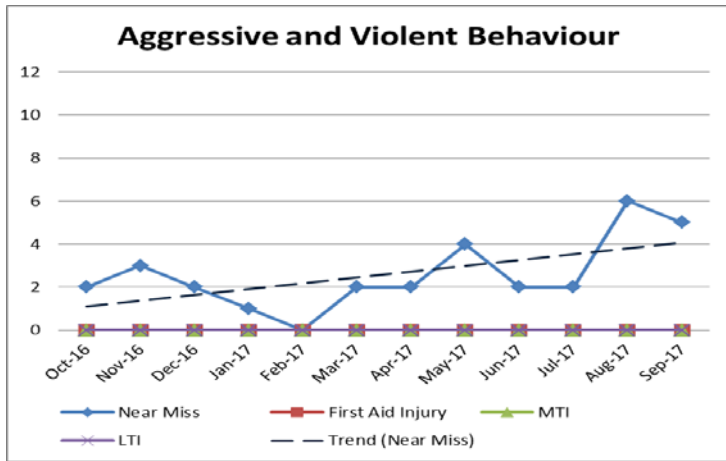
Aggressive and threatening behaviour, near misses– following an inspector laying a prohibition notice, the duty holder sent him abusive threatening text messages. The duty holder then turned up at the WorkSafe office where he became threatening and abusive, a subsequent meeting was arranged. Planning prior to the meeting included: conducting the interview with two people present at all times and in a high risk interview room including fast exit for staff, CCTV observation, and duress alarm. In addition to this a security guard was in attendance. Whilst aggressive at first the duty holder calmed down and left the meeting without incident. There were four other reports of aggressive and threatening behaviour. The other incidents were 3 in the office and one on a duty holder site.

Psycho-social - two incidents of this nature were reported this month. The first was a post-fatality combined with recently high workload and long hours. Support provided included EAP intervention, reduction to standard and on-call working hours, review workload with specialist advisory group and reduce leave balance. Manager to work with him to ensure his workload is realistic moving forward.

The second psychological incident is summarised with the lost time injuries in paragraph 1.4 (2)

1.5. Critical Risk Incident Trends





DEFINITIONS

- NEAR MISS:** those occurrences where no harm occurred but where harm could have occurred
- FIRST AID INJURY:** those occurrences that resulted in the administration of first aid, but did not require medical attention or time lost from work
- MEDICAL TREATMENT INJURY (MTI):** those occurrences that resulted in the need for treatment by a medical practitioner, but did not result in time lost from work
- RESTRICTED WORK INJURY:** those occurrences that prevent the employee from undertaking one or more of their normal work tasks, or from working the full work day
- OCCUPATIONAL ILLNESS:** any abnormal condition or disorder, other than those associated with injury, caused by factors associated with employment
- LOST TIME INJURY (LTI):** those occurrences that resulted in a fatality, permanent disability or time lost from work of one day/shift or more
- TOTAL RECORDABLE INJURY (TRI):** those occurrences that resulted in lost time injury, medical treatment injury, or restricted work injury
- LOST TIME INJURY FREQUENCY RATE:** the number of recordable cases involving days away due to lost time injuries, multiplied by 1,000,000, then divided by the total number of hours worked by all employees for 12 months to date
- TOTAL RECORDABLE INJURY FREQUENCY RATE:** the total number of lost time injuries, medical treatment injuries and return to work injuries, multiplied by 1,000,000, then divided by the total number of hours worked by all employees for 12 months to date

RELEASED UNDER THE OFFICIAL INFORMATION ACT 1982

Our Health and Safety Performance – October 2017

1.1. Executive Summary

WORKER ENGAGEMENT, PARTICIPATION AND REPRESENTATION (WEPR) SYSTEM IN WORKSAFE

The interim national health and safety group is made up of the CE, two other SLT members, an Assessments Manager, a Health and Safety Representative (HSR) from each region (4), the PSA organiser and PSA health and safety delegate, and a Maru Toa representative. This group is now in the process of prioritising the agreed health and safety issues to be addressed. They are also working on a WEPR structure which will embrace a solutions-based approach; ensuring decisions are made at the appropriate level, with a formal escalation process. Improving health and safety communications will include utilising a number of channels for key messaging particularly in relation to WorkSafe's critical risks. This group will also work on the development of a lead indicator for WEPR in WorkSafe, it is envisaged that this will be completed by mid-February 2018.

RISK ASSESSMENTS

Our critical health and safety risks are to be assessed on a regional basis, utilising the Bowtie Risk Assessment model, at health and safety regional meetings in November. This methodology will align with the approach being aligned to WorkSafe's enterprise risk management approach, ensuring that health and safety is integrated into "business as usual".

INCIDENTS FOR THE MONTH

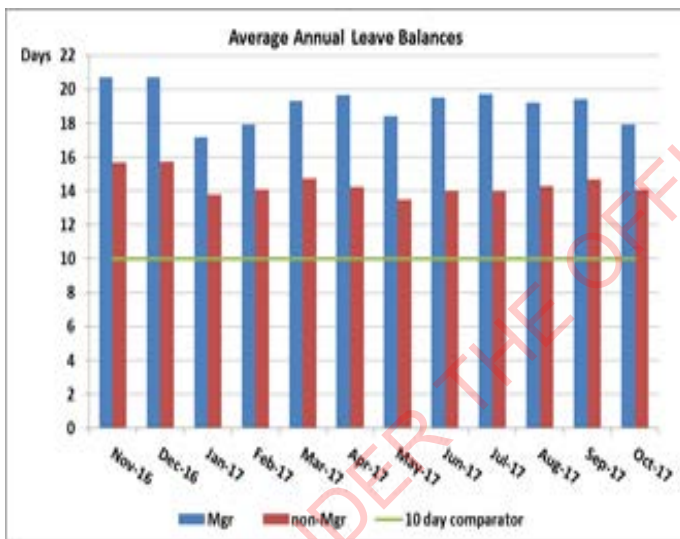
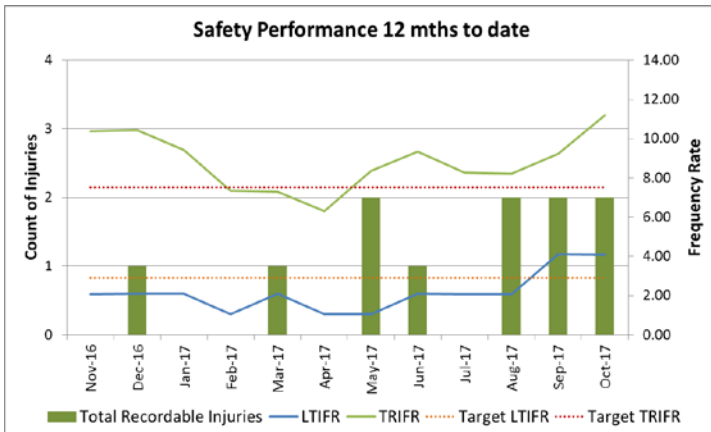
TRIFR = **11.19** target 7.5 and LTIFR = **4.07** target 2.9 per 1 million hrs worked. There have been two medical treatment injuries this month.

1.2. Lead Indicators – Critical risks

Lead Indicator	Measures	Target	Result
Driving	The percentage of current inspectors who have completed the eLearning introductory driver training modules.	100% completed by 28 th February 2018 (Revised target due to delayed implementation of training modules)	65% completed by 1 November 2017.
	The percentage of new cohort inspectors who have completed the eLearning introductory driver training modules.	100% have completed within 2 weeks of commencement	100% completed of Cohort 13 August 2017
Violence and Threatening Behaviour	The percentage of inspectors who have completed the Tactical Communications eLearning Module.	100% of Cohort Trainee Inspectors to have completed within 2 weeks of commencement	100% of Cohort 13 (August intake)
Psychological harm as a result of traumatic events or workplace stress	The level of agreement to the following statements in the staff survey:	Same or better than public sector benchmark result of 61.7%	From employee engagement survey May 2017
	<ol style="list-style-type: none"> <i>The level of work-related stress experienced at work is acceptable.</i> <i>I am able to maintain a balance between my personal and working life.</i> 	Same or better than public sector benchmark result of 70.3%	Work related stress = level of agreement 55.4% Work/ personal life balance = level of agreement 64.5%
Psycho- social	The percentage of eligible inspectors who have attended Professional Supervision	100% attendance at 3 sessions within a 12 month period	From Abacus Ltd quarterly report. 71% attended >2 sessions in 10 months

Lead Indicator	Measures	Target	Result
Our Culture	Level of agreement with staff survey Safety Culture Index questions.	Maintain or improve on May 2017 result of 79.5%	To be reported after the May 2018 survey.

1.3. Our Health and Safety Performance



Commentary

TRIFR and LTIFR targets were exceeded. This month there were two medical treatment incidents and no lost time injuries.

Medical treatment injuries –1) Lift doors closed when getting into it, tried to stop it resulting in shoulder injury. It continued to be painful so the person consulted a doctor.

2) Bent down to pick up papers off the floor, felt pull in back, visited doctor to lodge ACC claim.

Sick leave is trending down as would be expected with seasonal change.

There has been a modest decline in leave balances and we have an active leave reduction plan underway for those with 30+ days of leave.

1.4. Incidents

Incidents	For the month	Last 12 months
Near Miss (TOTAL)	14	168
Category 1 - likely to result in First Aid Injury	9	72
Category 2 - likely to Have Resulted in Medical Treatment or Lost Time Injury (excluding serious harm)	5	65
Category 3 - likely to result in Serious Harm	0	31
First Aid Injury	1	14
Medical Treatment Injury (MTI)	2	3
Restricted Work Injury (RWI)	0	2
OCC Illness	0	0

Incidents	For the month	Last 12 months
LOST TIME INJURY (LTI)	0	4
TOTAL RECORDABLE INJURY (TRI)	2	9
Days Lost - LTI	21	67
Days Lost - RWI	0	6

Driving incidents – There were two near miss category 2

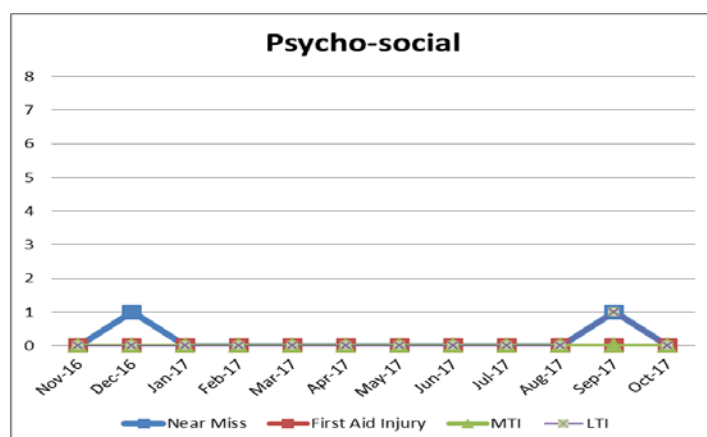
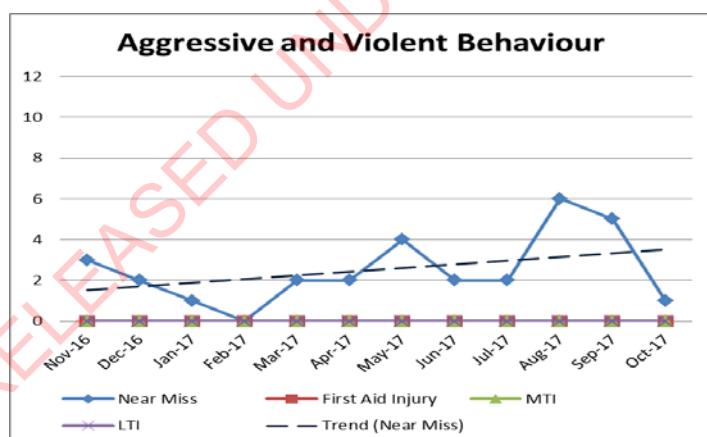
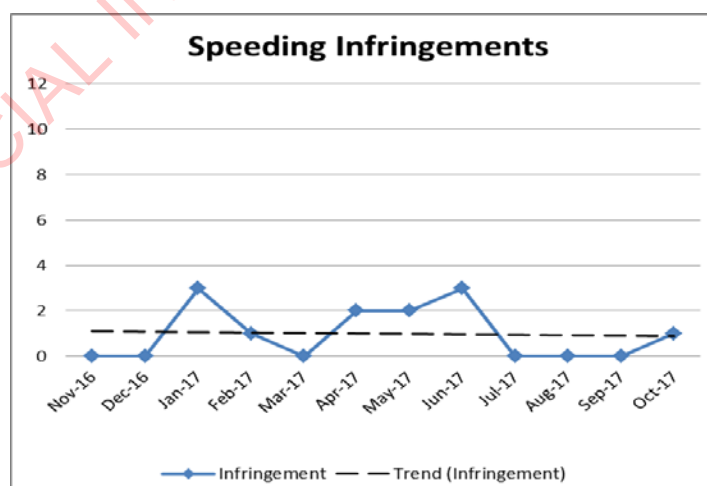
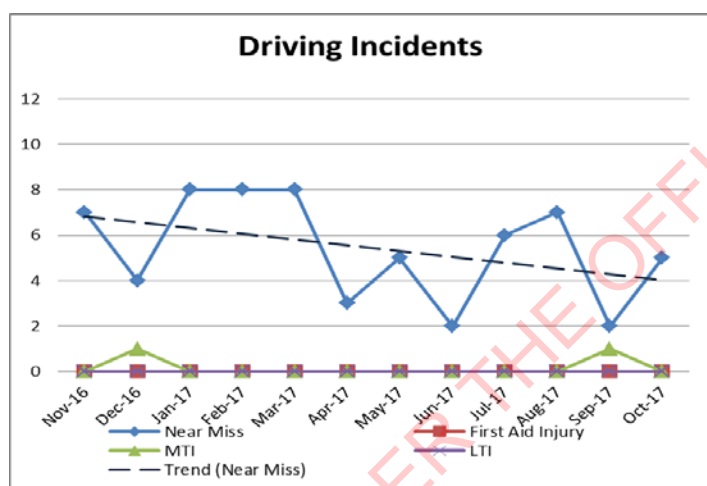
- 1) Checked blind spot when changing lane, and did not see another vehicle as it was a gun metal grey colour the same as the cage in the car
- 2) Stopped at intersection looked left and right and entered main south road. Another vehicle tooted horn driver had also braked. Driver had not seen oncoming vehicle as they had assumed it was parked over the other side of the road.

There were 3 category 1 near misses involving driving.

Aggressive and threatening behaviour, incidents – There was one near miss this month. As the Inspector arrived at an unannounced agriculture visit, the farmer came out of the house being verbally abusive and waving his arms and accusing the inspector of parking on the grass when there had been 6 inches of rain. Inspector left property observing no marks on the grass.

Psycho-social incident – There was one health and safety report received this month. Stress and anxiety due to perceived unfair treatment of performance rating during performance review process. The staff member is working flexible hours including remotely as recommended by the doctor while the situation is being addressed.

1.5. Critical Risk Incident Trends



DEFINITIONS

NEAR MISS: THOSE OCCURRENCES WHERE NO HARM OCCURRED BUT WHERE HARM COULD HAVE OCCURRED

FIRST AID INJURY: those occurrences that resulted in the administration of first aid, but did not require medical attention or time lost from work

MEDICAL TREATMENT INJURY (MTI): those occurrences that resulted in the need for treatment by a medical practitioner, but did not result in time lost from work

RESTRICTED WORK INJURY: those occurrences that prevent the employee from undertaking one or more of their normal work tasks, or from working the full work day

OCCUPATIONAL ILLNESS: any abnormal condition or disorder, other than those associated with injury, caused by factors associated with employment

LOST TIME INJURY (LTI): those occurrences that resulted in a fatality, permanent disability or time lost from work of one day/shift or more

TOTAL RECORDABLE INJURY (TRI): those occurrences that resulted in lost time injury, medical treatment injury, or restricted work injury

LOST TIME INJURY FREQUENCY RATE: the number of recordable cases involving days away due to lost time injuries, multiplied by 1,000,000, then divided by the total number of hours worked by all employees for 12 months to date

TOTAL RECORDABLE INJURY FREQUENCY RATE: the total number of lost time injuries, medical treatment injuries and return to work injuries, multiplied by 1,000,000, then divided by the total number of hours worked by all employees for 12 months to date

Our Health and Safety Performance – November 2017

1.1. Executive Summary

WORKER ENGAGEMENT, PARTICIPATION AND REPRESENTATION (WEPR) SYSTEM IN WORKSAFE

At the last monthly meeting of the interim National Health and Safety Group on 5th December 2017 there was a discussion about the importance of aligning the messages WorkSafe are giving to PCBU's about critical risk and what WorkSafe are doing internally. In addition to driving, violence and threatening behaviour and psychological harm, there were additional potentially critical risks that have been put forward for discussion these are: working alone; office security; and site risks which inspectors are exposed to such as asbestos. Whilst not all these risks were considered critical they have been identified by the group as focus areas for internal health and safety.

It was acknowledged that more emphasis needs to be put on getting a broader understanding of the critical and focus risks and gaining an appreciation of how this impacts different work and occupational group. Moving forward further data analysis, reviewing the experience of other organisations and undertaking bowtie risk analysis of these risks will give us the information we require about criticality.

It was acknowledged that driving being a critical risk would be the focus of communication through a number of channels before the holiday period. This also provides an opportunity to reinforce the recent and planned improvements in the motor vehicle policies and procedures.

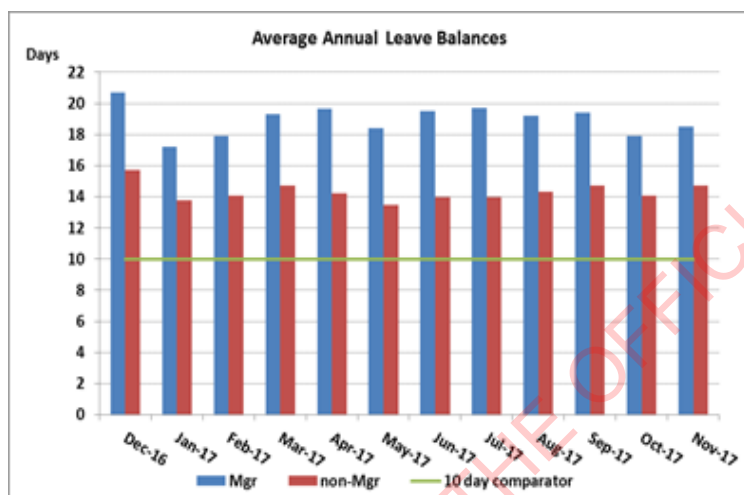
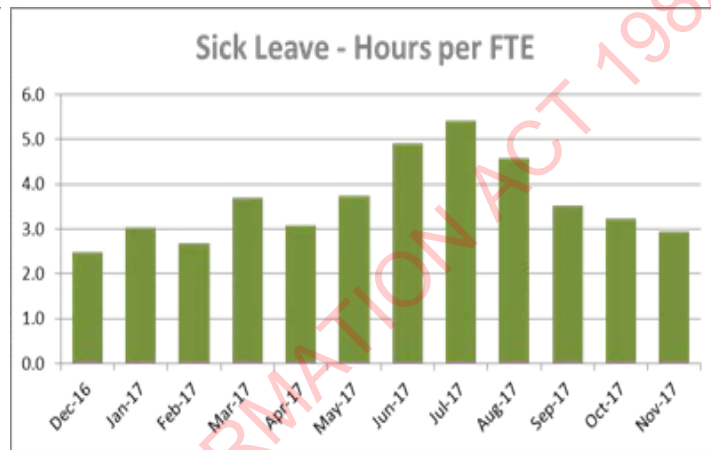
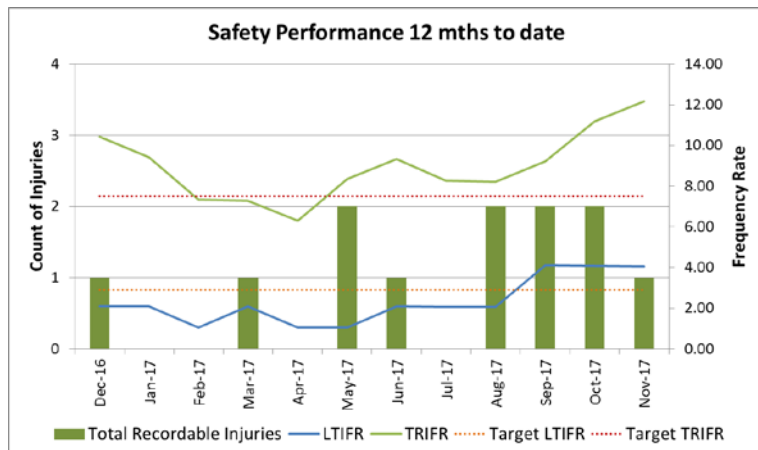
INCIDENTS FOR THE MONTH

TRIFR = **12.17** target 7.5 and LTIFR = **4.06** target 2.9 per 1 million hrs worked. There was one medical treatment injury this month.

1.2. Lead Indicators – Critical Risks

Lead Indicator	Measures	Target	Result
Driving	The percentage of current inspectors who have completed the eLearning introductory driver training modules.	100% completed by 28 th February 2018	84% completed by 1 December 2017.
	The percentage of new cohort inspectors who have completed the eLearning introductory driver training modules.	100% have completed within 2 weeks of commencement	100% completed of Cohort 13 August 2017
Violence and Threatening Behaviour	The percentage of inspectors who have completed the Tactical Communications eLearning Module.	100% of Cohort Trainee Inspectors to have completed within 2 weeks of commencement	100% of Cohort 13 (August intake)
Psychological harm as a result of traumatic events or workplace stress	The level of agreement to the following statements in the staff survey:	Same or better than public sector benchmark result of 61.7%	From employee engagement survey May 2017
	<ol style="list-style-type: none"> <i>The level of work-related stress experienced at work is acceptable.</i> <i>I am able to maintain a balance between my personal and working life.</i> 	Same or better than public sector benchmark result of 70.3%	Work related stress = level of agreement 55.4% Work/ personal life balance = level of agreement 64.5%
Psycho- social	The percentage of eligible inspectors who have attended Professional Supervision	100% attendance at 3 sessions within a 12 month period	From Abacus Ltd quarterly report. 71% attended >2 sessions in 10 months

Lead Indicator	Measures	Target	Result
Our Culture	Level of agreement with staff survey Safety Culture Index questions.	Maintain or improve on May 2017 result of 79.5%	To be reported after the May 2018 survey.



Commentary

TRIFR and LTIFR targets were exceeded. This month there was one medical treatment incident and no lost time injuries. The reason for the higher rate is since August there has been 7 medical visits with 2 resulting in lost time of one and two days.

Sick leave continues to trend down as would be expected with seasonal change.

Leave balances are similar to last month, with an active leave reduction plan underway for those with 30+ days of leave. All staff are being encouraged to take leave over the Christmas/ New Year period.

1.4. Incidents

Incidents	For the month	Last 12 months
Near Miss (TOTAL)	22	174
Category 1 - likely to result in First Aid Injury	14	80
Category 2 - likely to Have Resulted in Medical Treatment or Lost Time Injury (excluding serious harm)	8	65
Category 3 - likely to result in Serious Harm	0	29
First Aid Injury	0	12
Medical Treatment Injury (MTI)	1	4
Restricted Work Injury (RWI)	0	2
OCC Illness	0	0
LOST TIME INJURY (LTI)	0	4
TOTAL RECORDABLE INJURY (TRI)	1	10

Incidents	For the month	Last 12 months
Days Lost - LTI	22	89
Days Lost - RWI	0	6

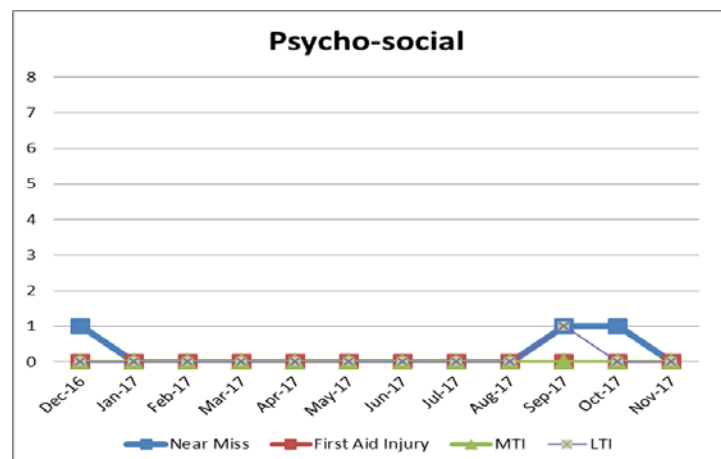
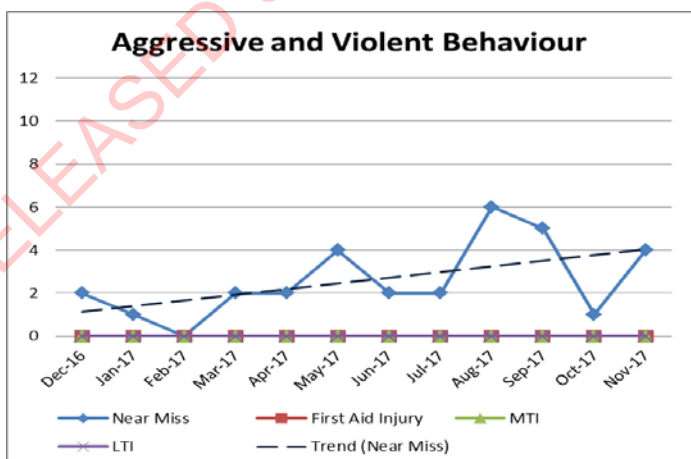
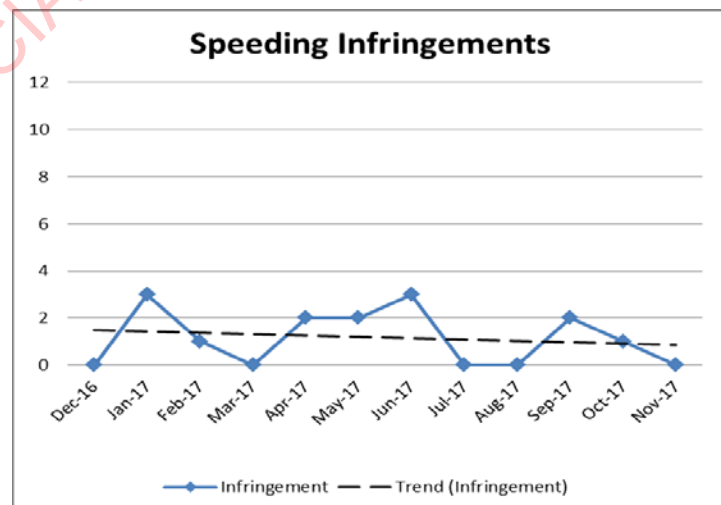
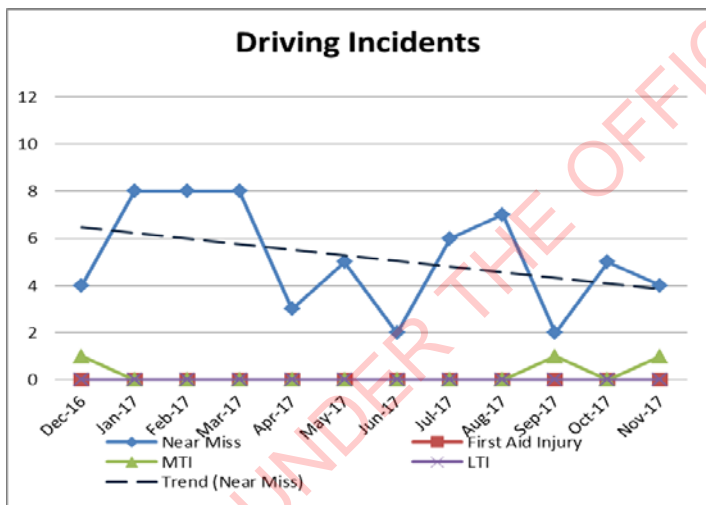
Driving incidents – There was one medical treatment injury. An inspector was leaving the Albany office wanting to turn right when another car let him into a queue of traffic. In the meantime another vehicle was travelling down the median strip and hit the WorkSafe car on the front bumper and wing. The driver hit his head on the side frame of the vehicle. He was taken to A&E for check-up; he had minor bruising to his hand and head. Prevention: Albany staff are not to do right hand turns out of office at peak traffic times.

There were 4 driving near misses; one involved a vehicle being driven erratically behind an inspector in a branded vehicle, the inspector felt that the other driver was trying to intimidate him. There was also an incident where a driver was travelling through a green light when another vehicle turned in front of him causing him to suddenly need to brake. The other 2 incidents were minor.

Aggressive and threatening behaviour, incidents – There were 4 near misses this month. Office - an identified high risk client came to the office following receiving a letter from WorkSafe, a manager and inspector met with him. He was verbally aggressive throughout the interview, while other staff were observing the interview via CCTV. Construction – a worker dropped 2 lengths of timber at inspector’s feet in an aggressive manner. IRH – inspector was taking photos when the tenant became aggressive and would not let the inspector go onto the property. The inspector managed to defuse the situation. Scaffolding company- received an aggressive phone call from the branch manager, terminated the phone call and will deal with more senior manager in future.

Psycho-social incident – No reported incidents in November

1.5. Critical Risk Incident Trends



DEFINITIONS

NEAR MISS: THOSE OCCURRENCES WHERE NO HARM OCCURRED BUT WHERE HARM COULD HAVE OCCURRED

FIRST AID INJURY: those occurrences that resulted in the administration of first aid, but did not require medical attention or time lost from work

MEDICAL TREATMENT INJURY (MTI): those occurrences that resulted in the need for treatment by a medical practitioner, but did not result in time lost from work

RESTRICTED WORK INJURY: those occurrences that prevent the employee from undertaking one or more of their normal work tasks, or from working the full work day

OCCUPATIONAL ILLNESS: any abnormal condition or disorder, other than those associated with injury, caused by factors associated with employment

LOST TIME INJURY (LTI): those occurrences that resulted in a fatality, permanent disability or time lost from work of one day/shift or more

TOTAL RECORDABLE INJURY (TRI): those occurrences that resulted in lost time injury, medical treatment injury, or restricted work injury

LOST TIME INJURY FREQUENCY RATE: the number of recordable cases involving days away due to lost time injuries, multiplied by 1,000,000, then divided by the total number of hours worked by all employees for 12 months to date

TOTAL RECORDABLE INJURY FREQUENCY RATE: the total number of lost time injuries, medical treatment injuries and return to work injuries, multiplied by 1,000,000, then divided by the total number of hours worked by all employees for 12 months to date

RELEASED UNDER THE OFFICIAL INFORMATION ACT 1982

Our Health and Safety Performance – December 2017 and January 2018

1.1. Executive Summary

WORKER ENGAGEMENT, PARTICIPATION AND REPRESENTATION (WEPR) SYSTEM IN WORKSAFE

The first meeting of the interim National Health and Safety Group for 2018 will be held on the 7th February 2018. It will focus on reaching agreement to the revised WEPR system in WorkSafe. The proposed vision, purpose and objectives are:

WEPR Vision: That WEPR in WorkSafe for internal health, safety and wellbeing is so effective that there is competition for people wanting to be health and safety representatives (HSR's)

Purpose: To empower WorkSafe workers to make and own core decisions about THEIR personal and collective safety, health and wellbeing

Objectives:

- We have a shared value that health, safety and wellbeing is front of mind for all WorkSafe workers
- We have a sustained environment in which WorkSafe leaders and workers at all levels are equally empowered to act on health, safety and wellbeing
- We have a consistent set of standards, guidelines and practices across the organisation
- We are working towards being world class in health, safety and wellbeing.

INCIDENTS FOR THE MONTH

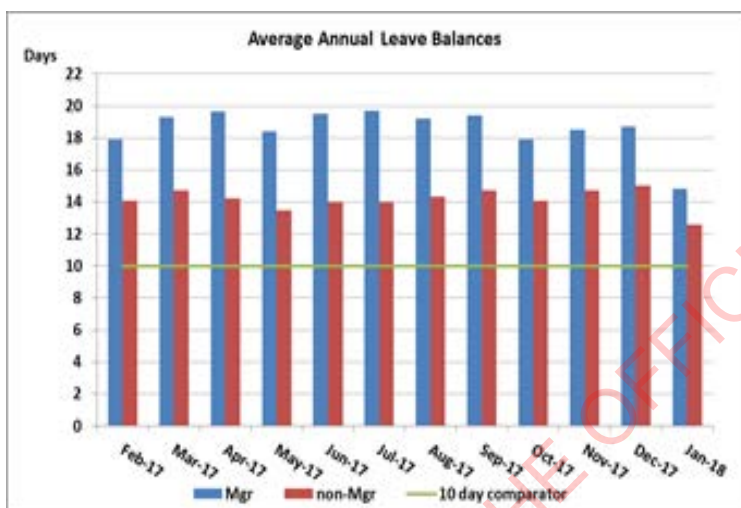
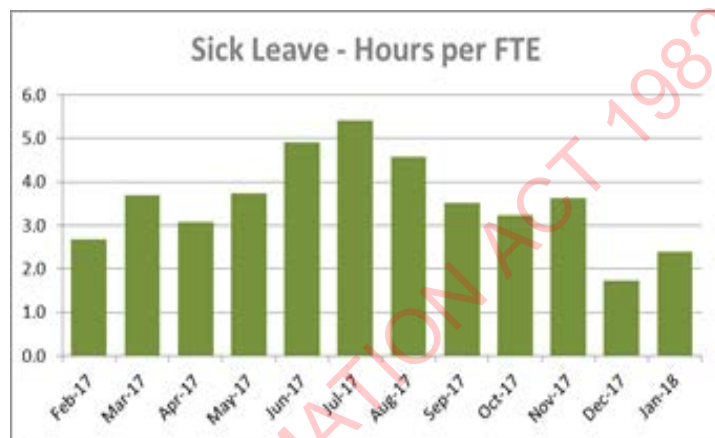
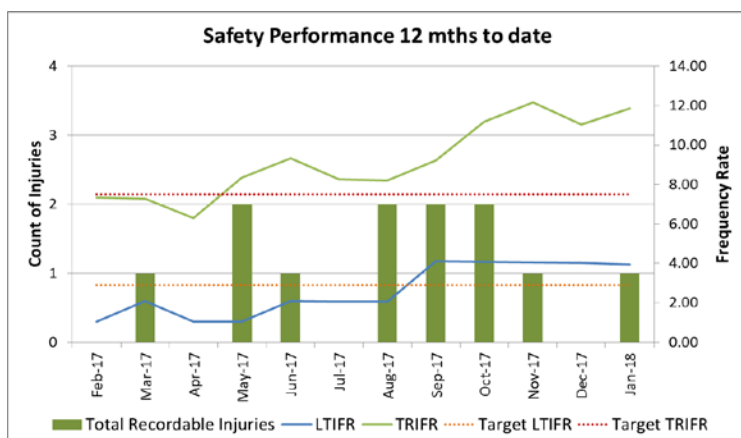
TRIFR = **11.86**, target 7.5, LTIFR = **3.95** target, 2.9, (both targets per 1 million hrs worked).

1.2. Lead Indicators – Critical Risks

Lead Indicator	Measures	Target	Result
Driving	The percentage of current inspectors who have completed the eLearning introductory driver training modules.	100% completed by 28 th February 2018	92% completed by 1 st February 2018
	The percentage of new cohort inspectors who have completed the eLearning introductory driver training modules.	100% have completed within 2 weeks of commencement	100% of Cohort 13 (August 2017 intake)
Violence and Threatening Behaviour	The percentage of inspectors who have completed the Tactical Communications eLearning Module.	100% of Cohort Trainee Inspectors to have completed within 2 weeks of commencement	100% of Cohort 13 (August 2017 intake)
Psychological harm as a result of traumatic events or workplace stress	The level of agreement to the following statements in the staff survey: 1. <i>The level of work-related stress experienced at work is acceptable.</i>	Same or better than public sector benchmark result of 61.7%	From employee engagement survey May 2017 Work related stress = level of agreement 55.4%
	2. <i>I am able to maintain a balance between my personal and working life.</i>	Same or better than public sector benchmark result of 70.3%	Work / personal life balance = level of agreement 64.5%
Psycho- social	The percentage of eligible inspectors who have attended Professional Supervision	100% attendance at 3 sessions within a 12 month period	From Abacus Ltd quarterly report. 71% attended >2 sessions in 10 months
Our Culture	Level of agreement with staff survey Safety Culture Index	Maintain or improve on	To be reported after the May

Lead Indicator	Measures	Target	Result
	questions.	May 2017 result of 79.5%	2018 employee survey.

1.3. Our Health and Safety Performance



Commentary

TRIFR and LTIFR targets were exceeded. There were two first aid injuries one in each December 2017 and January 2018. There was one medical visit in January for a person with an allergic reaction and no lost time injuries in either month.

Annual Leave balances in December /January have reduced due to active workload and leave management over the holiday season. Leave holdings are now at the lowest level in two years.

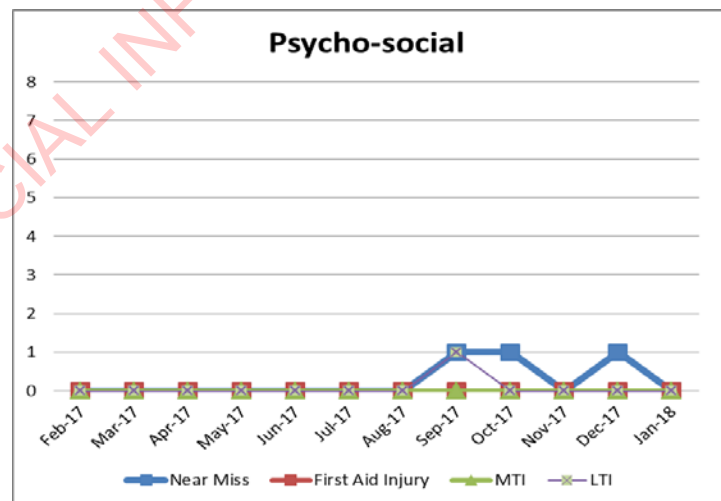
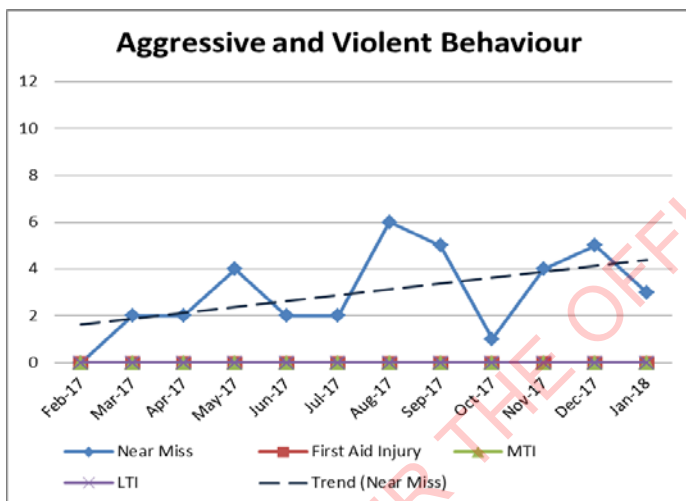
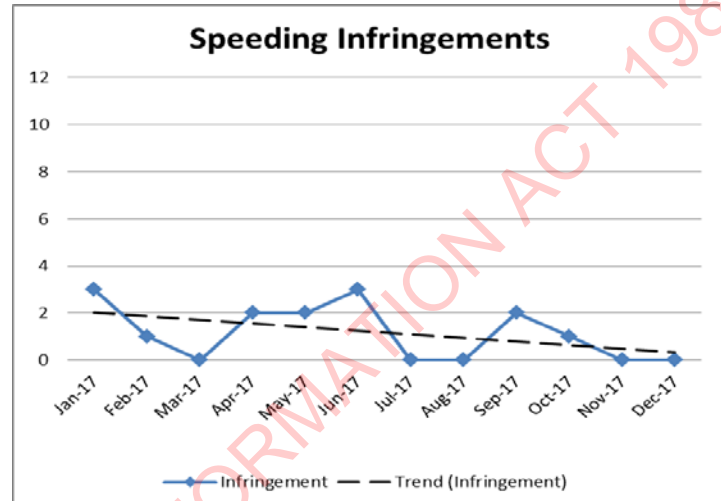
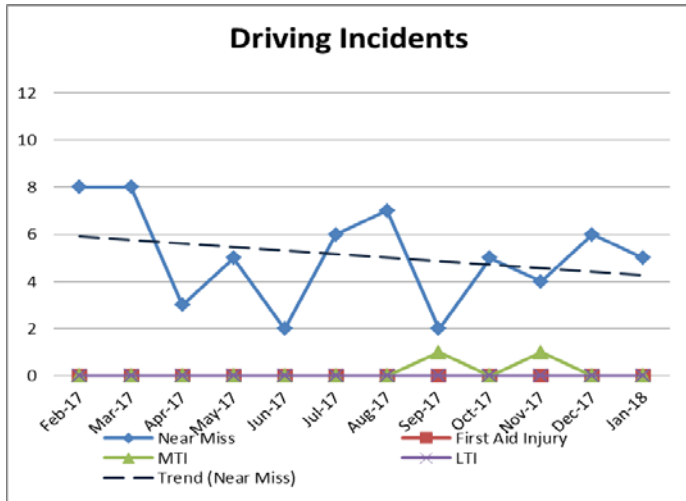
Sick leave levels appear a bit high relative to the number of hours worked in January, although it is comparable with January last year.

1.4. Incidents

Incidents	For the month	Last 12 months
Near Miss (TOTAL)	21	169
Category 1 - likely to result in First Aid Injury	9	76
Category 2 - likely to Have Resulted in Medical Treatment or Lost Time Injury (excluding serious harm)	11	68
Category 3 - likely to result in Serious Harm	1	25
First Aid Injury	2	13
Medical Treatment Injury (MTI)	1	8
Restricted Work Injury (RWI)	0	2
OCC Illness - any abnormal condition or disorder, other than those associated with injury, caused by factors associated with employment	0	0
LOST TIME INJURY (LTI)	0	4
TOTAL RECORDABLE INJURY (TRI)	1	12
Days Lost - LTI	16	105

Incidents	For the month	Last 12 months
Days Lost - RWI	0	0

1.5. Critical Risk Incident Trends



COMMENTARY

Driving incidents – There was one category 3 near miss which involved a child running out in front of a WorkSafe vehicle. There were five category 2 near misses three involved other vehicles not giving way, one was a vehicle driving in the wrong direction, and one involved a member of the public stepping in front of a WorkSafe vehicle being abusive.

Aggressive and threatening behaviour incidents - There were five near miss category 2 incidents three were at offsite locations and the other two were in WorkSafe offices.

Psycho-social incident - An Investigations inspector reported being fatigued and exhausted by pressures of work. He had sought the services of EAP, Professional Supervision and his GP. He had a high annual leave balance which he took over the holiday period.

DEFINITIONS

NEAR MISS: THOSE OCCURRENCES WHERE NO HARM OCCURRED BUT WHERE HARM COULD HAVE OCCURRED

FIRST AID INJURY: those occurrences that resulted in the administration of first aid, but did not require medical attention or time lost from work

MEDICAL TREATMENT INJURY (MTI): those occurrences that resulted in the need for treatment by a medical practitioner, but did not result in time lost from work

RESTRICTED WORK INJURY: those occurrences that prevent the employee from undertaking one or more of their normal work tasks, or from working the full work day

OCCUPATIONAL ILLNESS: any abnormal condition or disorder, other than those associated with injury, caused by factors associated with employment

LOST TIME INJURY (LTI): those occurrences that resulted in a fatality, permanent disability or time lost from work of one day/shift or more

TOTAL RECORDABLE INJURY (TRI): those occurrences that resulted in lost time injury, medical treatment injury, or restricted work injury

LOST TIME INJURY FREQUENCY RATE: the number of recordable cases involving days away due to lost time injuries, multiplied by 1,000,000, then divided by the total number of hours worked by all employees for 12 months to date

TOTAL RECORDABLE INJURY FREQUENCY RATE: the total number of lost time injuries, medical treatment injuries and return to work injuries, multiplied by 1,000,000, then divided by the total number of hours worked by all employees for 12 months to date

RELEASED UNDER THE OFFICIAL INFORMATION ACT 1982

Our Health and Safety Performance – February 2018

1.1. Executive Summary

WORKER ENGAGEMENT, PARTICIPATION AND REPRESENTATION (WEPR) SYSTEM IN WORKSAFE

Regional Health and Safety meeting were held in February 2018; these are now being planned and facilitated at a local level in contrast to the previous central control. Each meeting is attended by Phillip Jacques, GM Commercial Services/ Chief Financial Officer to demonstrate leadership commitment to assist in the early resolution of organisational issues. There has been an increase in manager attendance at these meetings which means that questions and issues can be resolved at a local level as much as possible.

BOWTIE RISK ASSESSMENTS WORKSHOPS

Workshops have been held at a regional level applying the bowtie risk assessment tool to WorkSafe's health, safety and wellbeing risks. These workshops have been invaluable in refining the risk identification and assessment process.

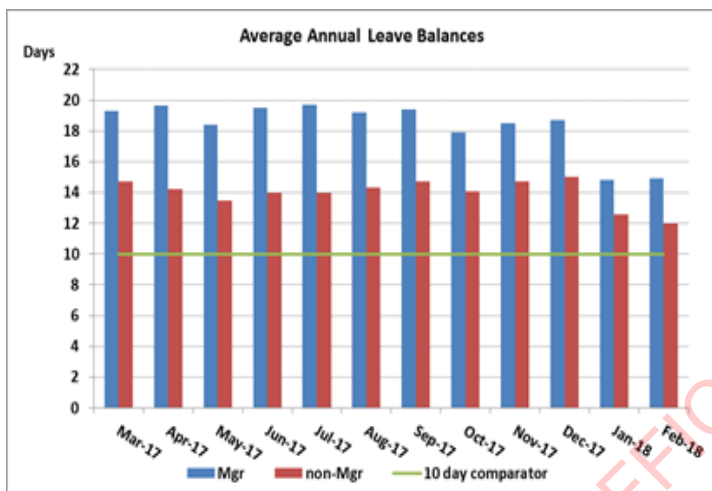
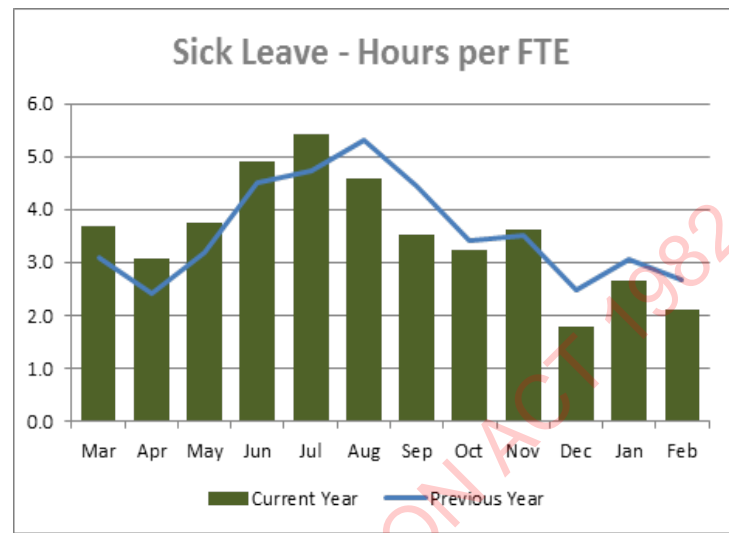
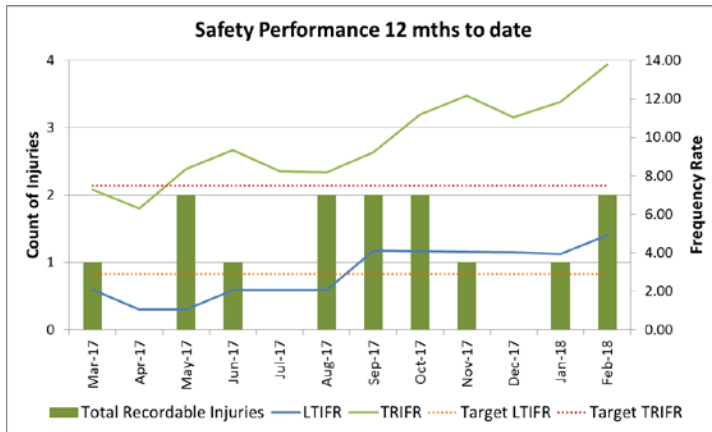
INCIDENTS FOR THE MONTH

TRIFR = **13.79** target 7.5, LTIFR = **4.93** target, 2.9, (both targets per 1 million hrs worked).

1.2. Lead Indicators – Critical Risks

Lead Indicator	Measures	Target	Result
Driving	The percentage of current inspectors who have completed the eLearning introductory driver training modules.	100% completed by 28 th February 2018	100% completed by 1st March 2018
	The percentage of new cohort inspectors who have completed the eLearning introductory driver training modules.	100% have completed within 2 weeks of commencement	100% of Cohort 14 (February 2018 intake)
Violence and Threatening Behaviour	The percentage of inspectors who have completed the Tactical Communications eLearning Module.	100% of Cohort Trainee Inspectors to have completed within 2 weeks of commencement	100% of Cohort 14 (February 2018 intake)
Psychological harm as a result of traumatic events or workplace stress	The level of agreement to the following statements in the staff survey: <ol style="list-style-type: none"> <i>The level of work-related stress experienced at work is acceptable.</i> <i>I am able to maintain a balance between my personal and working life.</i> 	Same or better than public sector benchmark result of 61.7% Same or better than public sector benchmark result of 70.3%	From employee engagement survey May 2017 Work related stress = level of agreement 55.4% Work / personal life balance = level of agreement 64.5%
Psycho- social	The percentage of eligible inspectors who have attended Professional Supervision	100% attendance at 3 sessions within a 12 month period	From Abacus Ltd quarterly report. 71% attended >2 sessions in 10 months
Our Culture	Level of agreement with staff survey Safety Culture Index questions.	Maintain or improve on May 2017 result of 79.5%	To be reported after the May 2018 employee survey.

1.3. Our Health and Safety Performance



Commentary

TRIFR and LTIFR targets continue to rise this month. This is due to one LTI and one MTI. The LTI was mental stress as a result of attending a fatality on site when on-call. Debriefing and ongoing counselling support is in place. The inspector required 3 days off with his family for personal support. The MTI was a knee injury as a result of walking into a hole in the ground. The knee became swollen and painful so he went to the doctor and was referred for physiotherapy.

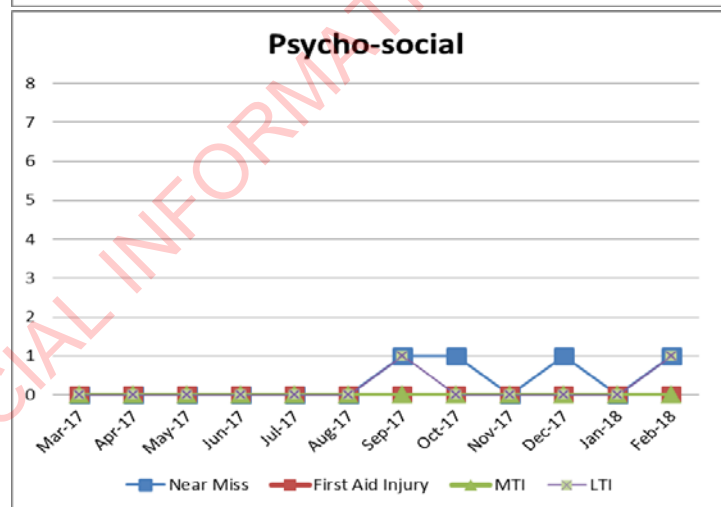
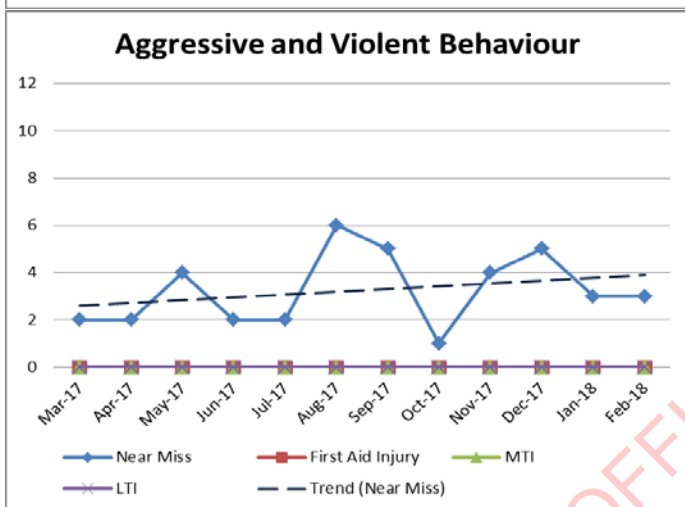
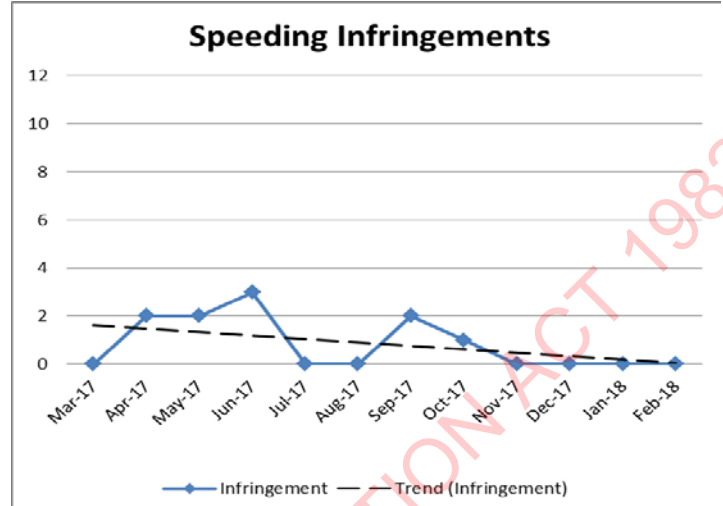
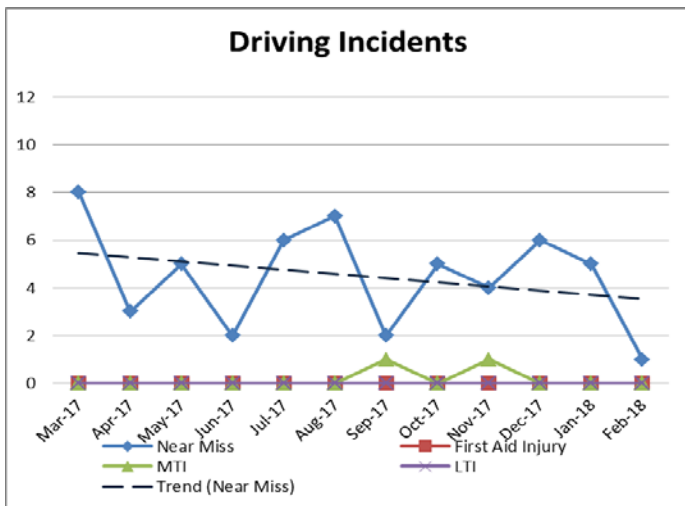
Sick leave hours per FTE have reduced compared to last month and the same time last year.

Annual leave balances in February have reduced for non-managers and remained the same for managers compared to last month.

1.4. Incidents

Incidents	For the month	Last 12 months
Near Miss (TOTAL)	9	164
Category 1 - likely to result in First Aid Injury	6	76
Category 2 - likely to Have Resulted in Medical Treatment or Lost Time Injury (excluding serious harm)	3	65
Category 3 - likely to result in Serious Harm	0	23
First Aid Injury	1	13
Medical Treatment Injury (MTI)	1	9
Restricted Work Injury (RWI)	0	2
OCC Illness - any abnormal condition or disorder, other than those associated with injury, caused by factors associated with employment	0	0
LOST TIME INJURY (LTI)	1	5
TOTAL RECORDABLE INJURY (TRI)	2	14
Days Lost - LTI	3	108
Days Lost - RWI	0	0

1.5. Critical Risk Incident Trends



COMMENTARY

Driving incidents –There was one category 2 near miss, i.e. an unsafe overtaking manoeuvre by a truck and trailer unit of a marked WorkSafe vehicle. Information about the truck was passed on to Police Commercial Vehicle Safety Team.

Aggressive and threatening behaviour incidents -There were 2 near miss category 2s. One was an inspector sitting in the airport having a civilised conversation with a couple. Suddenly the man noticed the inspector's WorkSafe logo on his shirt and with a torrent of abuse, including many expletives got up and left. The second one was an Inspector having breakfast in a café when he was confronted by a known aggressive duty holder, in an aggressive and threatening manner. The duty holder and his colleague left, with him saying "I'll see you outside", but he drove off instead.

Psycho-social incident – LTI as above as a result of going to a fatality. The second was an inspector feeling stress from the pressure to get assessment numbers over and above all other work. There is on-going discussion with the manager.

DEFINITIONS

NEAR MISS: THOSE OCCURRENCES WHERE NO HARM OCCURRED BUT WHERE HARM COULD HAVE OCCURRED

FIRST AID INJURY: those occurrences that resulted in the administration of first aid, but did not require medical attention or time lost from work

MEDICAL TREATMENT INJURY (MTI): those occurrences that resulted in the need for treatment by a medical practitioner, but did not result in time lost from work

RESTRICTED WORK INJURY: those occurrences that prevent the employee from undertaking one or more of their normal work tasks, or from working the full work day

OCCUPATIONAL ILLNESS: any abnormal condition or disorder, other than those associated with injury, caused by factors associated with employment

LOST TIME INJURY (LTI): those occurrences that resulted in a fatality, permanent disability or time lost from work of one day/shift or more

TOTAL RECORDABLE INJURY (TRI): those occurrences that resulted in lost time injury, medical treatment injury, or restricted work injury

LOST TIME INJURY FREQUENCY RATE: the number of recordable cases involving days away due to lost time injuries, multiplied by 1,000,000, then divided by the total number of hours worked by all employees for 12 months to date

TOTAL RECORDABLE INJURY FREQUENCY RATE: the total number of lost time injuries, medical treatment injuries and return to work injuries, multiplied by 1,000,000, then divided by the total number of hours worked by all employees for 12 months to date

RELEASED UNDER THE OFFICIAL INFORMATION ACT 1982

Our Health and Safety Performance – March 2018

1.1. Executive Summary

Physiological Harm

Physiological harm resulting from exposure to traumatic events, ongoing contact with victims and families and the legal process have been identified as potential causes for accumulative harm to WorkSafe people. The other aspect of psychological harm being reported is work-related stress due to work loads, change, and interpersonal relationships. Early reporting is being encouraged so that these issues can be investigated and appropriate action taken. Our people are encouraged to utilise the two external programmes in place to support those exposed to physiological risk. These are Professional Supervision for investigations inspectors and the legal team and the Employee Assistance Programme (EAP) which has both a critical incident debriefing function and a personal and work related "stress" issues counselling service. The usage of both these services is reported this month.

Lag Indicators

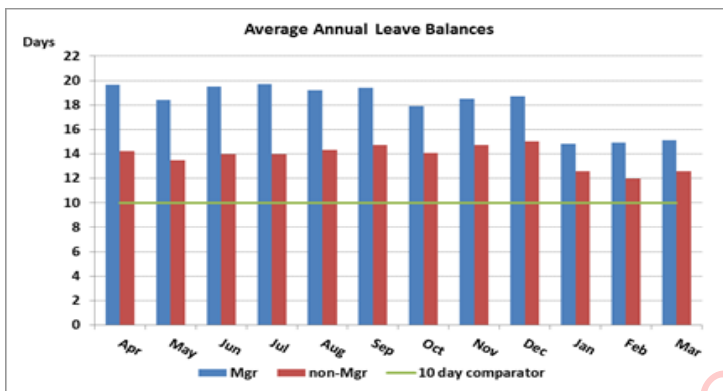
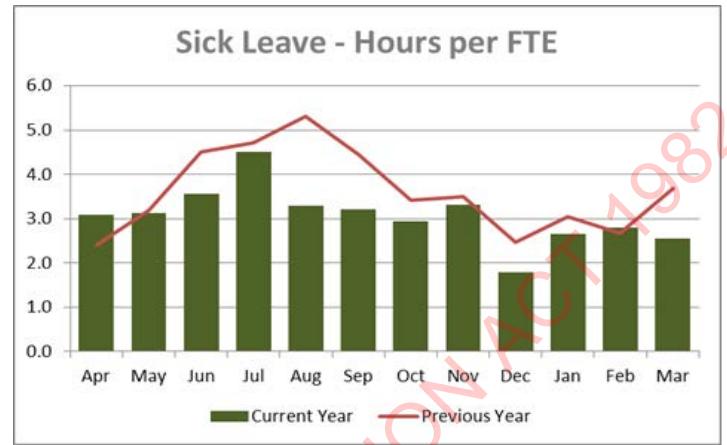
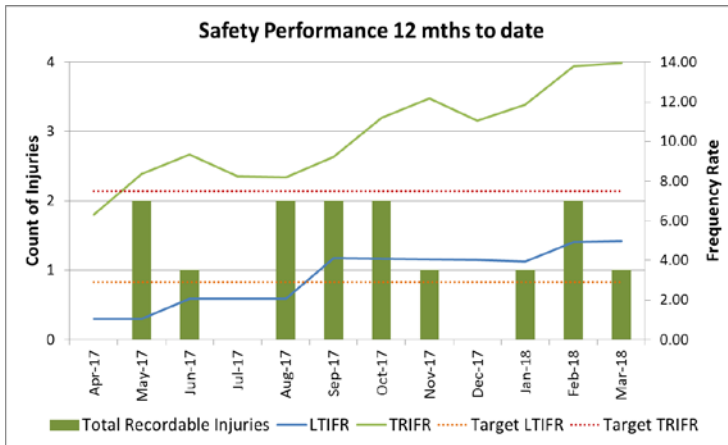
Total recordable injury frequency rate (TRIFR) = **13.96** target 7.5, (per 1 million hrs worked)

Lost time injury frequency rate (LTIFR) = **4.99** target, 2.9, (per 1 million hrs worked).

1.2. Lead Indicators – Critical Risks

Lead Indicator	Measures	Target	Result
Driving	The percentage of current inspectors who have completed the eLearning introductory driver training modules.	100% completed by 28 th February 2018	100% completed by 1st March 2018
	The percentage of new cohort inspectors who have completed the eLearning introductory driver training modules.	100% have completed within 2 weeks of commencement	100% of Cohort 14 (February 2018 intake)
Violence and Threatening Behaviour	The percentage of inspectors who have completed the Tactical Communications eLearning Module.	100% of Cohort Trainee Inspectors to have completed within 2 weeks of commencement	100% of Cohort 14 (February 2018 intake)
Psychological harm as a result of traumatic events or workplace stress	The level of agreement to the following statements in the staff survey: <ol style="list-style-type: none"> <i>The level of work-related stress experienced at work is acceptable.</i> <i>I am able to maintain a balance between my personal and working life.</i> 	Same or better than public sector benchmark result of 61.7% Same or better than public sector benchmark result of 70.3%	From employee engagement survey May 2017 Work related stress = level of agreement 55.4% Work / personal life balance = level of agreement 64.5%
Psycho- social	The percentage of eligible inspectors who have attended Professional Supervision	100% attendance at 3 sessions within a 12 month period	From Abacus Ltd quarterly report. 53% attended >3 sessions in 12 months. Proactive follow up with those who have not attended >3times
Our Culture	Level of agreement with staff survey Safety Culture Index questions.	Maintain or improve on May 2017 result of 79.5%	To be reported after the May 2018 employee survey.

1.3. Our Health and Safety Performance



Commentary

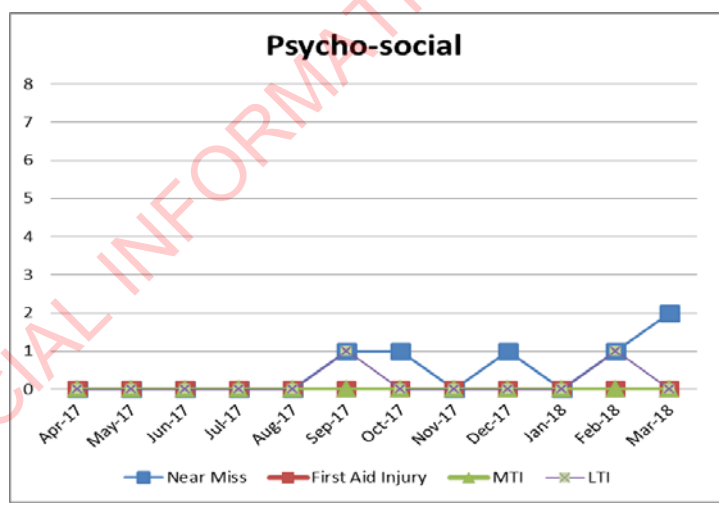
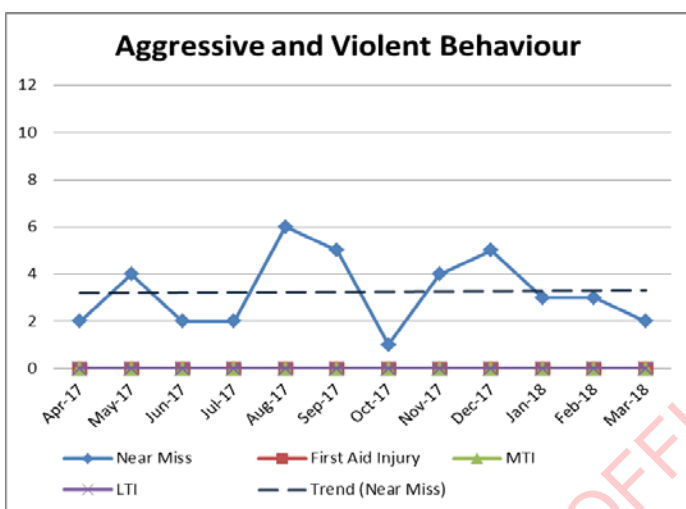
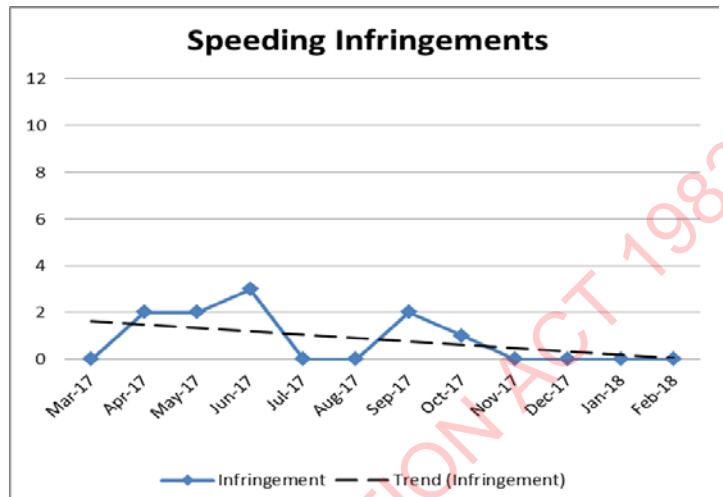
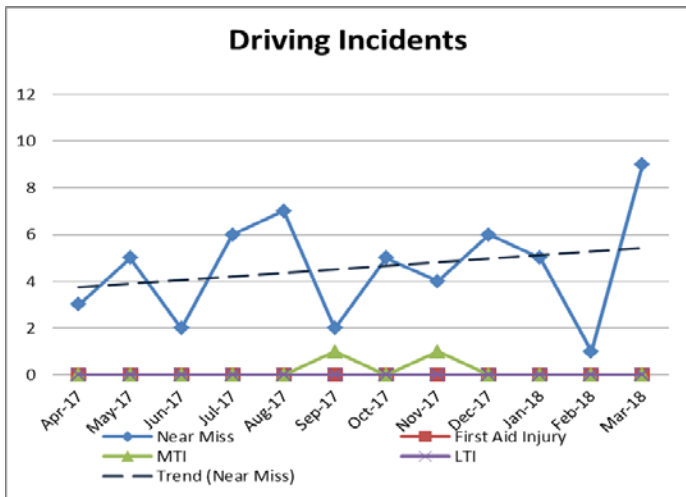
The TRIFR and LTIFR are similar to last month's, both remaining above the target. The last time injury involved a slip on a wet floor at the entrance of a building during very wet weather. The result was a sprained ankle and the person returned to work. Subsequently she developed back problems related to the fall and required time off work.

Sick leave taken is below the same time last year, and annual leave balances remain the same as last month.

1.4. Incidents

Incidents	For the month	Last 12 months
Near Miss (TOTAL)	18	160
Category 1 - likely to result in First Aid Injury	10	74
Category 2 - likely to Have Resulted in Medical Treatment or Lost Time Injury (excluding serious harm)	8	67
Category 3 - likely to result in Serious Harm	0	19
First Aid Injury	2	15
Medical Treatment Injury (MTI)	0	9
Restricted Work Injury (RWI)	1	3
OCC Illness - any abnormal condition or disorder, other than those associated with injury, caused by factors associated with employment	0	0
LOST TIME INJURY (LTI)	1	5
TOTAL RECORDABLE INJURY (TRI)	1	14
Days Lost - LTI	7	115
Days Lost - RWI	8 (part days)	8

1.5. Critical Risk Incident Trends



COMMENTARY

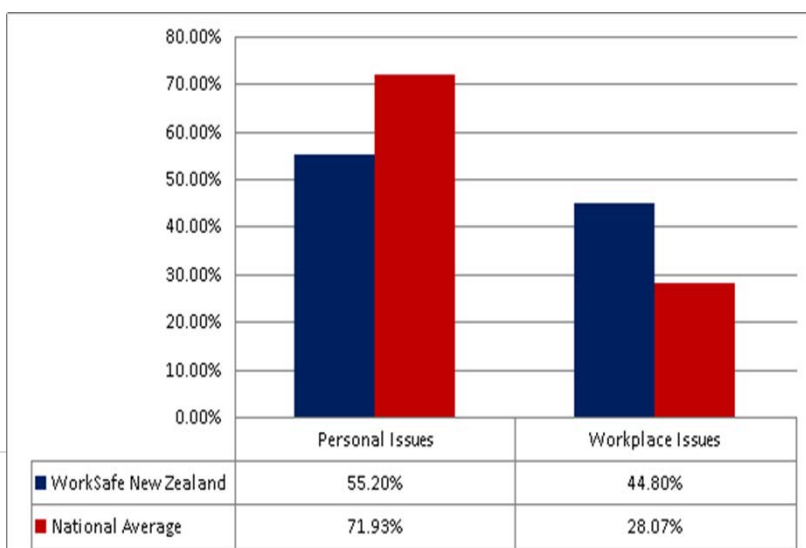
Driving incidents –There were 9 near misses involving vehicles this month, of the category one 4 of which involved minor damage to vehicles. The category two near misses involved exposure to high risk driving from other drivers. *Speeding infringement not available from new provider yet.

Aggressive and threatening behaviour incidents –Two near misses occurred this month: one a person under the influence of alcohol was abusive on arrival at site, once purpose of visit explained he calmed down. Second incident was an aggressive customer coming to office, asked to leave, following threat of police, he left.

Psycho-social incidents- there were two this month: one person finding the constant change difficult to manage. The second one was due to poor workplace relationships.

EMPLOYEE ASSISTANCE PROGRAMME USAGE IN PREVIOUS 12 MONTHS

Total number of attendees **125**, 69 for personal issues and 56 for work-related issues



DEFINITIONS

NEAR MISS: THOSE OCCURRENCES WHERE NO HARM OCCURRED BUT WHERE HARM COULD HAVE OCCURRED

FIRST AID INJURY: those occurrences that resulted in the administration of first aid, but did not require medical attention or time lost from work

MEDICAL TREATMENT INJURY (MTI): those occurrences that resulted in the need for treatment by a medical practitioner, but did not result in time lost from work

RESTRICTED WORK INJURY: those occurrences that prevent the employee from undertaking one or more of their normal work tasks, or from working the full work day

OCCUPATIONAL ILLNESS: any abnormal condition or disorder, other than those associated with injury, caused by factors associated with employment

LOST TIME INJURY (LTI): those occurrences that resulted in a fatality, permanent disability or time lost from work of one day/shift or more

TOTAL RECORDABLE INJURY (TRI): those occurrences that resulted in lost time injury, medical treatment injury, or restricted work injury

LOST TIME INJURY FREQUENCY RATE: the number of recordable cases involving days away due to lost time injuries, multiplied by 1,000,000, then divided by the total number of hours worked by all employees for 12 months to date

TOTAL RECORDABLE INJURY FREQUENCY RATE: the total number of lost time injuries, medical treatment injuries and return to work injuries, multiplied by 1,000,000, then divided by the total number of hours worked by all employees for 12 months to date

RELEASED UNDER THE OFFICIAL INFORMATION ACT 1982

To:	WORKSAFE BOARD
From:	Carol McNaught, General Manager, People and Culture
Through:	Nicole Rosie, Chief Executive
Prepared by:	Phillippa Greer, Principal Health and Safety Advisor
Decision date:	26 th March 2018
Paper Date:	13 March 2018
Title:	Injury Analysis for 12 months to February 2018
Strategy:	Harm Prevention
PAPER FOR NOTING AND DISCUSSION	

Recommendations

- a. I recommend to the Board that
 - a. **Note** the summary of Total Recordable Injuries (TRI) for WorkSafe workers in the last 12 months
 - b. **Note** WorkSafe’s commitment to preventing injuries and providing rehabilitation for our people where the need arises.

Proposal

- b. That the board be informed of the review of the previous 12 months workers TRI’s this includes both lost time injuries (LTI’s) and medical treatment injuries (MTI’s).

Strategic alignment

- c. Harm Prevention and Systems Leadership.

Background

- d. At the October 2017 Board meeting there was a discussion on the level of TRI for WorkSafe workers.
- e. There has been five LTI’s resulting in a total of eight days lost from work and 9 medical treatment injuries in the previous 12 months.
- f. There was one incident of post-traumatic stress disorder (PTSD) from 2016 which was re-aggravated in 2017 and resulted in 100 days lost in spite of an intensive rehabilitation programme.
- g. The TRI rate has exceeded the target, of 7.5 it is **13.79** (per million hours worked) for February 2018.
- h. The LII rate has also exceeded the target of 2.9, it is **4.93**(per million hours worked) for February 2018

Lost time for the previous 12 months

Date	Incident	Investigation / resolution	Days lost
16/3/2017	Slipped on water in the kitchen landed, on hand to save fall. This resulted in a fractured bone in left ring finger and damaged the ligament.	The water on the floor was a result of unloading the dishwasher. Non slip mat purchased to prevent reoccurrence.	1
29/6/2017	Got out of work vehicle and heard something go pop in back. Initial discomfort which got worse and became painful so went to GP.	The inspector exited the car normally and could not identify any environmental factors that contributed to the injury. GP recommended a day off work.	1
21/8/2017	Attended GP as a result of physical symptoms diagnosed as being caused by workplace stress relating to workload due to other people being on leave. This stress was also exacerbated by the aggressive behaviour of a colleague.	Structure changes have led to better workload management. Met with the aggressive colleague who apologised for his behaviour.	1
18/9/2017	Did a round trip of 4 hours in one day in a Hyundai I 30. Given the length of the journey he became uncomfortable as he believed there was inadequate lumbar support. At the end of the journey his back was quite stiff, this got worst so he visited his GP recommended 2 days off work.	The investigation identified that the person had taken a break and that in future he would take a larger more suitable vehicle when driving > 1hour trips.	2
17/2/2018	Mental stress as a result of attending a fatality on site when on-call.	Debriefing and ongoing counselling support is in place.	3
12/2/2016 NB. Incident occurred in prior year	Inspector exposed to two fatalities within 3 weeks. This resulted in a diagnosis of PTSD. Returned to role following an intensive rehabilitation programme. His PTSD was re-aggravated in 2017 following a performance improvement plan being instituted.	Following multiple rehabilitation interventions he was medically retired in December 2017.	100

Medical Treatment Injuries in the last 12 months

Injury type	Summary details
Slips/trips and falls – 4	<ul style="list-style-type: none"> • 1 on stairs on a WorkSafe site • 3 off site due to uneven surfaces
Strains - 3	<ul style="list-style-type: none"> • 2 back strains one getting into car and the other picking up paper off the floor • 1 shoulder strain, lift door closed on shoulder
Minor head injury -1	<ul style="list-style-type: none"> • Vehicle was hit on the bumper resulting in the inspector hitting his head.
Allergic reaction-1	<ul style="list-style-type: none"> • Glue being used in ceiling works in CHQ resulting in an allergic reaction.

Comment

- i. WorkSafe is committed to preventing incidents and providing rehabilitation for our people when the need arises for both work and non-work injuries.
- j. WorkSafe is very active in working with ACC in providing rehabilitation programmes for work accidents and for illness where individuals have > 5 days off work. An example of this was the PTSD incident that occurred in February 2016.
- k. WorkSafe ensures that medical providers are informed about WorkSafe's early return to work and rehabilitation practices at the time of worker consultation.

Risks and mitigations

- l. There is always a risk where LTI is an organisational measure that individuals are brought back to work when they are unfit solely to avoid the recording of an LTI. This can be seen in negatively by workers and could affect engagement.
- m. Also workers should be encouraged to seek medical attention if the degree of discomfort requires this and an early diagnosis is required.

(no signature, Marian adds 'Sighted and approved')

Approved

Nicole Rosie
Chief Executive

Carol McNaught
General Manager People and Culture

Our Health and Safety Performance – April 2018

1.1. Executive Summary

Health Monitoring

Inspectors have commenced their biennial health monitoring. This includes lung function, hearing, vision and blood pressure screening. This will give WorkSafe an opportunity to compare with the previous baseline screening undertaken two years ago. Given the intermittent and unpredictable nature of inspector's exposure this monitoring will give more information about the effects of work on individual's health when visiting worksites.

WEPR Lead Indicator

Regional health and safety meetings provide an opportunity for the cross functional groups to meet and resolve or escalate health and safety issues. These groups work as a conduit between local offices and the national health and safety group; therefore it is essential they meet quarterly and either resolve or escalate issues. The proposed measure is in 1.2 "Lead indicators"

Lag Indicators

Total recordable injury frequency rate (TRIFR) = **14.77** target 7.5, (per 1 million hrs worked)

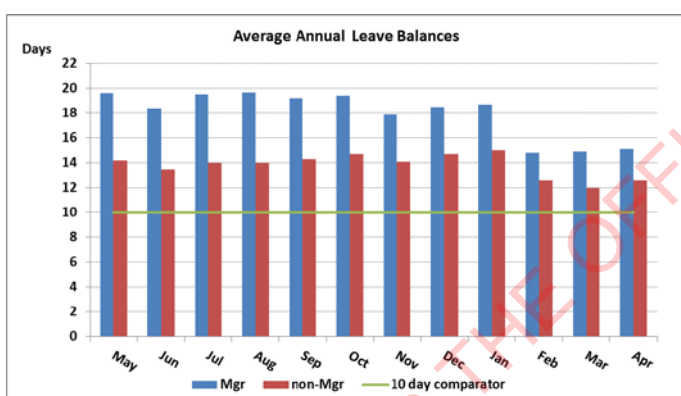
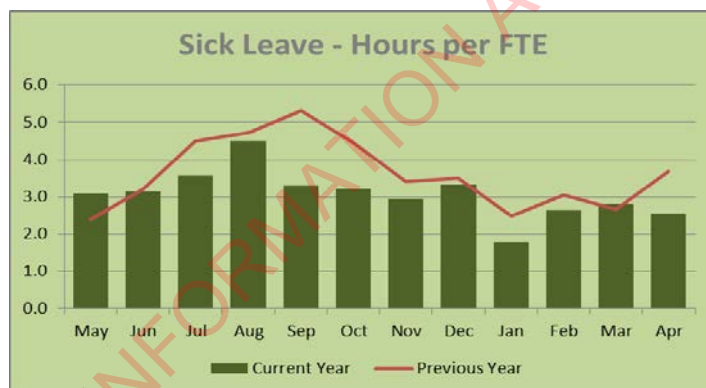
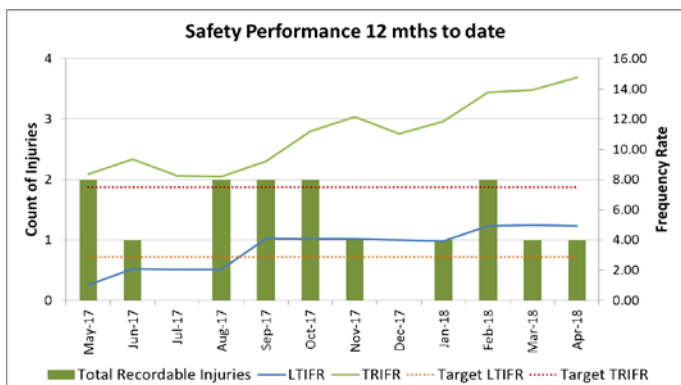
Lost time injury frequency rate (LTIFR) = **4.92** target, 2.9, (per 1 million hrs worked).

1.2. Lead Indicators – Critical Risks

Lead Indicator	Measures	Target	Result
Driving	The percentage of current inspectors who have completed the eLearning introductory driver training modules.	100% completed by 28 th February 2018	100% completed by 1st March 2018
	The percentage of new cohort inspectors who have completed the eLearning introductory driver training modules.	100% have completed within 2 weeks of commencement	100% of Cohort 14 (February 2018 intake)
Violence and Threatening Behaviour	The percentage of inspectors who have completed the Tactical Communications eLearning Module.	100% of Cohort Trainee Inspectors to have completed within 2 weeks of commencement	100% of Cohort 14 (February 2018 intake)
Psychological harm as a result of traumatic events or workplace stress	The level of agreement to the following statements in the staff survey:		From employee engagement survey May 2017
	<ol style="list-style-type: none"> <i>The level of work-related stress experienced at work is acceptable.</i> <i>I am able to maintain a balance between my personal and working life.</i> 	<p>Same or better than public sector benchmark result of 61.7%</p> <p>Same or better than public sector benchmark result of 70.3%</p>	<p>Work related stress = level of agreement 55.4%</p> <p>Work / personal life balance = level of agreement 64.5%</p>
Psycho- social	The percentage of eligible inspectors who have attended Professional Supervision	100% attendance at 3 sessions within a 12 month period	From Abacus Ltd quarterly report. 54% attended >3 sessions in 12 months. Proactive follow up with those who have not attended >3times
Our Culture	Level of agreement with staff survey Safety Culture Index questions.	Maintain or improve on May 2017 result of 79.5%	To be reported after the May 2018 employee survey.

Lead Indicator	Measures	Target	Result
Worker Engagement Participation and Representation	A quorum is available to attend all Regional Health and Safety meetings to ensure they take place.	Quarterly meetings take place – Northern, Central, Wellington and Southern In February, May, August and November.	<i>To be reported after May 2018 meetings</i>
	% of issues arising that are escalated to the national Health and safety meeting.		

1.3. Our Health and Safety Performance



Commentary

The TRIFR rate has increased this month with one medical treatment visit as a result of an inspector losing his balance on uneven terrain and twisting his right knee while walking around a construction site. There were no lost time injuries.

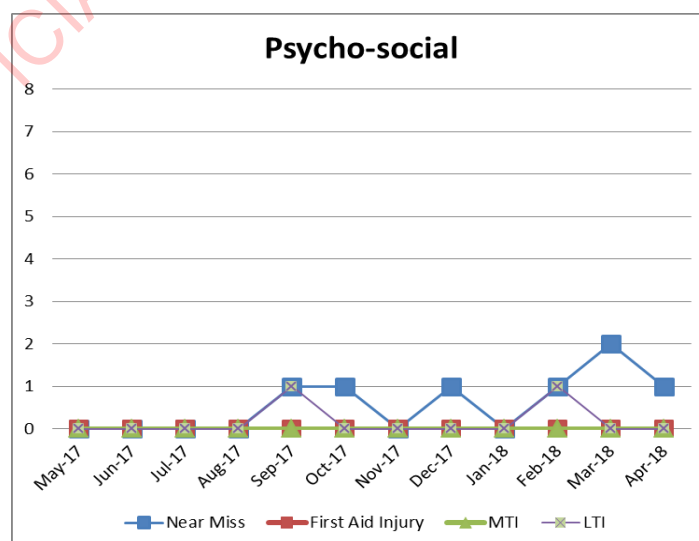
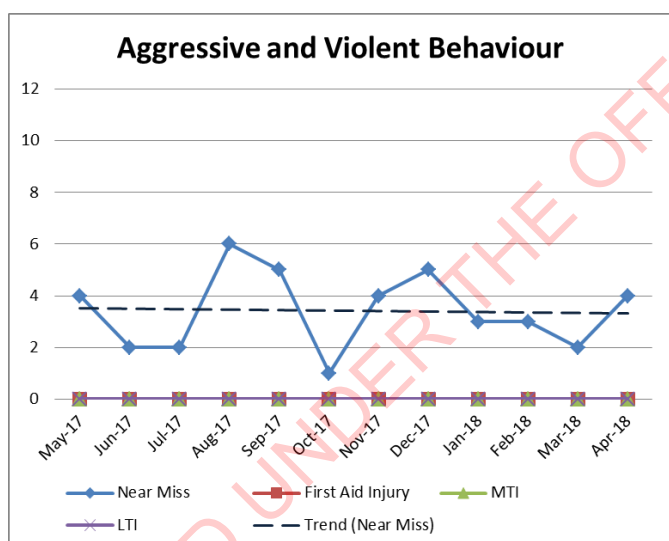
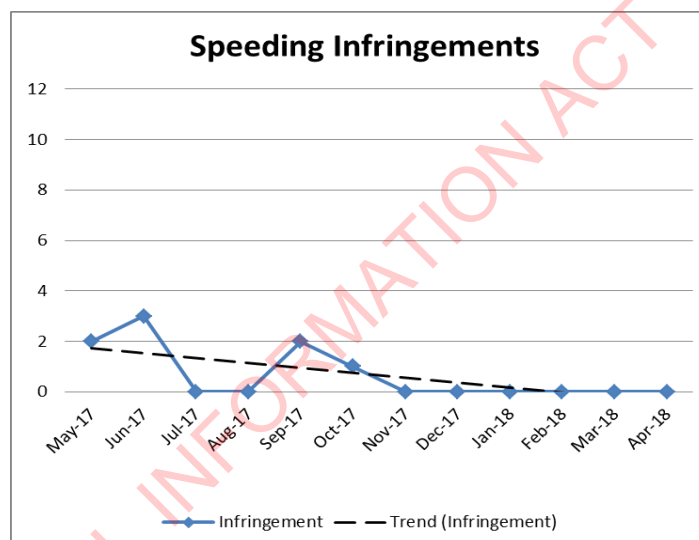
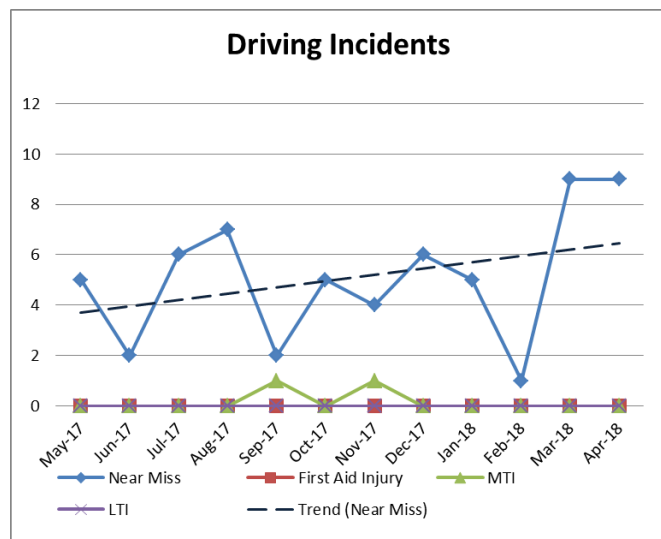
Sick leave taken is below the same time last year, and annual leave balances remain the same as last month.

1.4. Incidents

Incidents	For the month	Last 12 months
Near Miss (TOTAL)	16	164
Category 1 - likely to result in First Aid Injury	9	79
Category 2 - likely to Have Resulted in Medical Treatment or Lost Time Injury (excluding serious harm)	7	68
Category 3 - likely to result in Serious Harm	0	17
First Aid Injury	1	14
Medical Treatment Injury (MTI)	1	10
Restricted Work Injury (RWI)	0	3
OCC Illness - any abnormal condition or disorder, other than those associated with injury, caused by factors associated with employment	0	0
LOST TIME INJURY (LTI)	0	5

Incidents	For the month	Last 12 months
TOTAL RECORDABLE INJURY (TRI)	1	15
Days Lost - LTI	0	115
Days Lost - RWI	0	8

1.5. Critical Risk Incident Trends



COMMENTARY

Driving incidents

Near miss category 2 incidents

- While driving, a worker of a recycling truck jumped out of his vehicle into the traffic lane (without first looking) upon which the Inspector was driving. On seeing him the inspector had to brake heavily and swerve so as to avoid the worker.
- A car on opposite side of road crossed the white line coming around a corner. This resulted in the WorkSafe car having to brake hard to give the other car room to get past.
- On the way to a work site one car veered over white line travelling towards WorkSafe vehicle resulting in having to swerve to avoid collision. After that near miss another car pulled out of a side road in front of the WorkSafe vehicle causing the need to brake sharply to avoid collision.

Aggressive and threatening behaviour incidents

Near miss category 2 incident

- While speaking to a PCBU about unsafe work practices with a chainsaw, he became very agitated and started being abusive by swearing and displaying threatening behaviour. The inspector tried to de-escalate the situation after which the PCBU gathered his tools and left the site in his Ute, still in an agitated state. The next meeting with this person will take place in the office with two inspectors in attendance.

Psycho-social incidents

Near miss category 2 incidents

- Local office and organisational factors leading to stress related harm in the workplace. This incident/s is now part of an independent review.

Illness cases under active management

- There are currently 6 illness cases that are under active rehabilitation management and fitness for work assessments.

DEFINITIONS

NEAR MISS: THOSE OCCURRENCES WHERE NO HARM OCCURRED BUT WHERE HARM COULD HAVE OCCURRED

FIRST AID INJURY: those occurrences that resulted in the administration of first aid, but did not require medical attention or time lost from work

MEDICAL TREATMENT INJURY (MTI): those occurrences that resulted in the need for treatment by a medical practitioner, but did not result in time lost from work

RESTRICTED WORK INJURY: those occurrences that prevent the employee from undertaking one or more of their normal work tasks, or from working the full work day

OCCUPATIONAL ILLNESS: any abnormal condition or disorder, other than those associated with injury, caused by factors associated with employment

LOST TIME INJURY (LTI): those occurrences that resulted in a fatality, permanent disability or time lost from work of one day/shift or more

TOTAL RECORDABLE INJURY (TRI): those occurrences that resulted in lost time injury, medical treatment injury, or restricted work injury

LOST TIME INJURY FREQUENCY RATE: the number of recordable cases involving days away due to lost time injuries, multiplied by 1,000,000, then divided by the total number of hours worked by all employees for 12 months to date

TOTAL RECORDABLE INJURY FREQUENCY RATE: the total number of lost time injuries, medical treatment injuries and return to work injuries, multiplied by 1,000,000, then divided by the total number of hours worked by all employees for 12 months to date

Our Health and Safety Performance – May 2018

1.1. Summary of Our Contractor Management Practices

Project and office-based contractors – these people are predominantly based in the Wellington Office. On commencement they are given a customised health and safety induction; it aligns closely with the employee induction including risks associated with specific roles, our incident reporting and emergency procedures.

Facilities / Maintenance contractors – Our procurement contracts have a health and safety weighting and H&S performance is part of monitoring the performance of service providers. All contractors receive a site induction initially and a refresh on an annual basis. This includes notification of their presence in the building at each visit and informs them of the need to notify WorkSafe if their activities will exposure WorkSafe people or others to risk.

Contractor Incidents -

There have been a total of 6 contractor incidents reported in the last 2 years. These are reported and managed via our standard mechanisms; each incident was investigated and corrective actions initiated. These incident statistics have been included in the monthly health and safety performance reports to date and therefore distorted our TRIFR. Incidents will be reported separately in future.

- 2 contractors entering WorkSafe sites without permission
- 2 slips/ trips / falls
- 1 minor burn
- 1 exposure to mould

We have asked our Regional Health & Safety Committees to review Contractor management practices within their regions and provide feedback or recommendations to the National H&S Committee by Quarter.

1.2. Lag Indicators

Total recordable injury frequency rate (TRIFR) = **14.70** target 7.5, (per 1 million hrs worked)

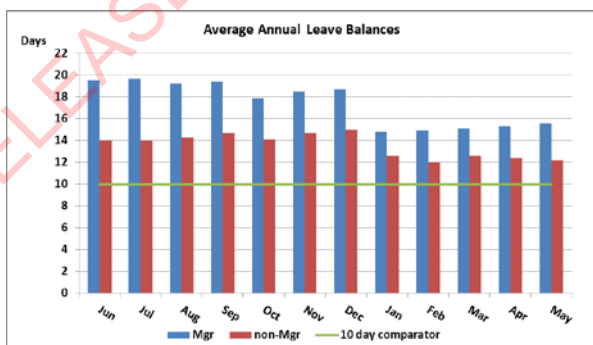
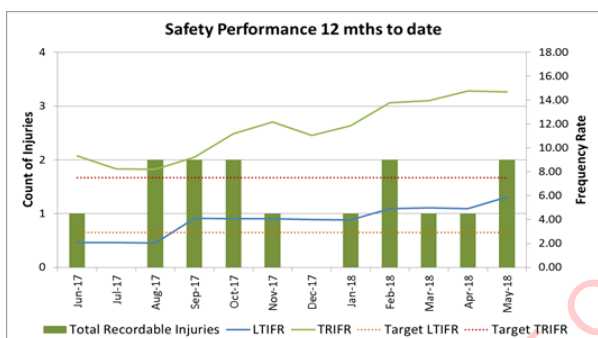
Lost time injury frequency rate (LTIFR) = **5.88** target, 2.9, (per 1 million hrs worked).

1.3. Lead Indicators – Critical Risks

Lead Indicator	Measures	Target	Result
Driving	The percentage of current inspectors who have completed the eLearning introductory driver training modules.	100% completed by 28 th February 2018	100% completed by 1st March 2018
	The percentage of new cohort inspectors who have completed the eLearning introductory driver training modules.	100% have completed within 2 weeks of commencement	100% of Cohort 15 (May 2018 intake)
Aggressive & violent behaviour	The percentage of inspectors who have completed the Tactical Communications eLearning Module.	100% of Cohort Trainee Inspectors to have completed within 2 weeks of commencement	100% of Cohort 15 (May 2018 intake)
Psychological harm as a result of traumatic events or workplace stress	The level of agreement to the following statements in the staff <i>We Say</i> survey (scheduled for July 2018):	Same or better than public sector benchmark result of 61.7%	May 2017 survey result Work related stress = level of agreement 55.4%
	<ol style="list-style-type: none"> 1. <i>The level of work-related stress experienced at work is acceptable.</i> 2. <i>I am able to maintain a balance between my personal and working life.</i> 	Same or better than public sector benchmark result of 70.3%	Work / personal life balance = level of agreement 64.5%

Lead Indicator	Measures	Target	Result
Psycho- social	The percentage of eligible inspectors who have attended Professional Supervision – as per quarterly report.	100% attendance at 3 sessions within a 12 month period.	From Abacus Ltd quarterly report, session attendance: 58% attended 3 sessions 17% attended 2 sessions 19% attended 1 session
Our Culture	The level of agreement to the Safety Culture Index questions in the staff <i>We Say</i> survey (scheduled for July 2018)	Maintain or improve on the last survey result of 79.5%	May 2017 survey result Safety Index = 79.5%
Worker Engagement Participation and Representation	A worker representative quorum is available to attend the National and Regional Health and Safety meetings to ensure they take place. <i>Quorum = at least 50% of attendees must be worker representatives</i>	All monthly National Meetings, and Quarterly Regional meetings have a quorum	May 2018 National Meeting – no quorum Northern – no quorum Central – quorum met Wellington - quorum met Southern - quorum met

1.4. Our Health and Safety Performance



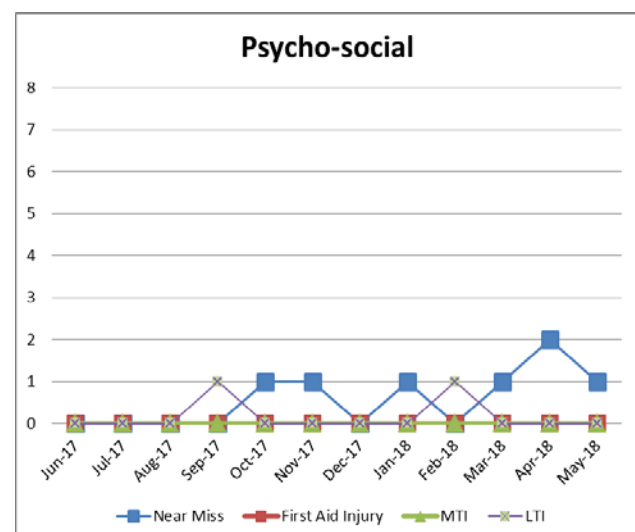
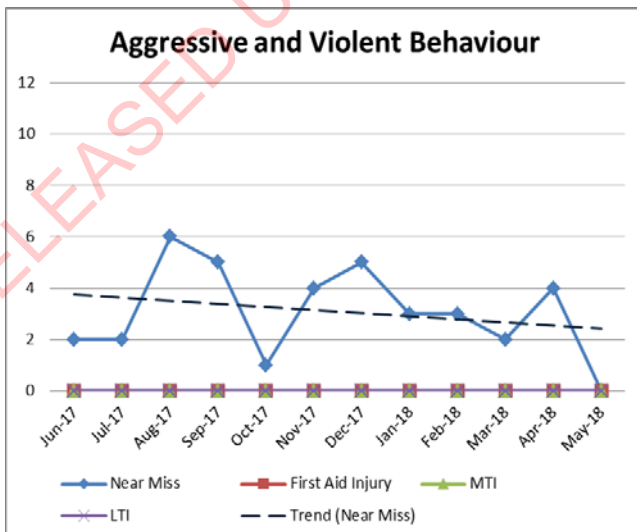
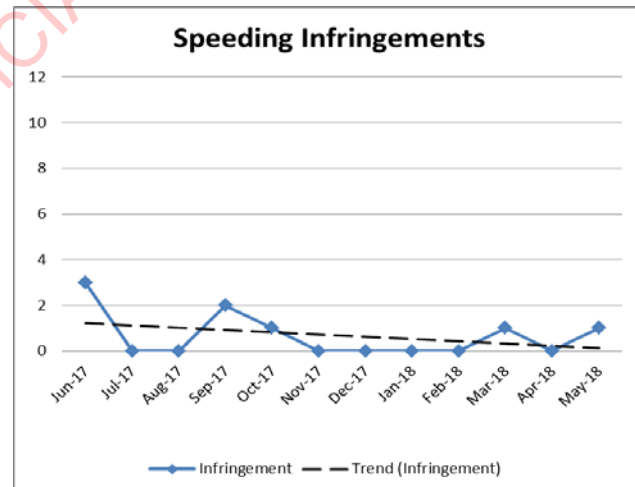
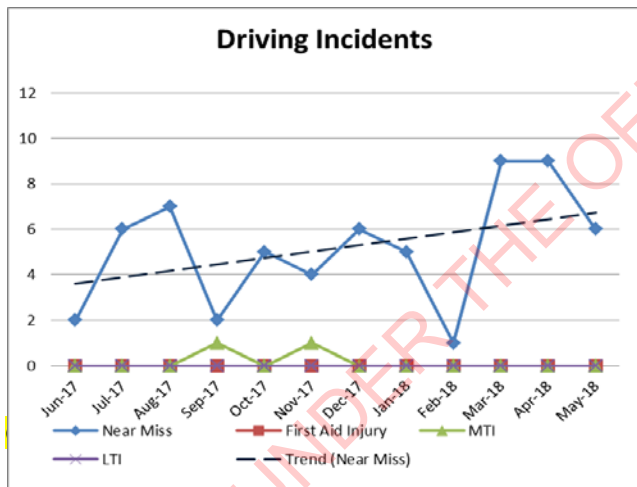
Commentary

- There was one lost time injury as a result of an inspector's exposure to fumes from timber sheets on-site. He developed a migraine as a result and did not attend work the next day due to lack of sleep.
- There was a medical treatment injury with an Inspector having to visit a doctor after a forestry visit to have a splinter in the leg removed.
- Overall sick leave absence levels are consistent with the same levels at this time last year.
- We are supporting three people with illnesses that are under active case management.
- Annual leave balances remain the same as the last three months although an improvement on last year.
- We had two near miss driving incidents in the month that had the potential to cause serious harm (category 3 incidents). In both incidents our drivers had to take evasive action due to behaviour of other drivers on the open road.
- There were no other critical risk incidents reported this month.

1.5. Incidents

Incidents	This month	12 Months
Total Recordable Injury (TRI) Total	2	16
<ul style="list-style-type: none"> Lost Time Injury (LTI) 	1	7
<ul style="list-style-type: none"> Medical Treatment Injury (MTI) 	1	9
Lost Time		
<ul style="list-style-type: none"> Full Days Lost 	1	116
Near Miss (TOTAL)	11	155
<ul style="list-style-type: none"> Category 1 - likely to result in First Aid Injury 	8	77
<ul style="list-style-type: none"> Category 2 - likely to have resulted in Medical Treatment or Lost Time Injury (excluding serious harm) 	1	68
<ul style="list-style-type: none"> Category 3 - likely to result in Serious Harm 	2	10
Other		
<ul style="list-style-type: none"> First Aid Injury (does not contribute to TRI) 	1	15
<ul style="list-style-type: none"> OCC Illness - any abnormal condition or disorder, other than those associated with injury, caused by factors associated with employment 	0	0
<ul style="list-style-type: none"> Contractor Incident 	0	

1.6. Critical Risk Incident Trends



Driving incidents

- There was one category three near miss this month, a van pulled out from the verge without looking or indicating. This was on the open road, a logging truck was coming in the opposite direction and the inspector had the break suddenly while travelling at the open road speed. This scenario could have resulted in a serious accident involving all three vehicles.
- A level 2 near miss involved an empty logging truck coming around the corner of a passing lane travelling over the yellow lane. Inspector had to pull to the left to avoid a collision. Inspector was alert and well rested so his reflexes were quick.

Aggressive and threatening behaviour incidents

- There were no reports this month

Psycho-social incidents

- There were no reports this month

Illness cases under active management

- There are currently 3 illness cases that are under active rehabilitation management and fitness for work assessments.

DEFINITIONS

NEAR MISS: THOSE OCCURRENCES WHERE NO HARM OCCURRED BUT WHERE HARM COULD HAVE OCCURRED

FIRST AID INJURY: those occurrences that resulted in the administration of first aid, but did not require medical attention or time lost from work

MEDICAL TREATMENT INJURY (MTI): those occurrences that resulted in the need for treatment by a medical practitioner, but did not result in time lost from work

RESTRICTED WORK INJURY: those occurrences that prevent the employee from undertaking one or more of their normal work tasks, or from working the full work day

OCCUPATIONAL ILLNESS: any abnormal condition or disorder, other than those associated with injury, caused by factors associated with employment

LOST TIME INJURY (LTI): those occurrences that resulted in a fatality, permanent disability or time lost from work of one day/shift or more

TOTAL RECORDABLE INJURY (TRI): those occurrences that resulted in lost time injury, medical treatment injury, or restricted work injury

LOST TIME INJURY FREQUENCY RATE: the number of recordable cases involving days away due to lost time injuries, multiplied by 1,000,000, then divided by the total number of hours worked by all employees for 12 months to date

TOTAL RECORDABLE INJURY FREQUENCY RATE: the total number of lost time injuries, medical treatment injuries and return to work injuries, multiplied by 1,000,000, then divided by the total number of hours worked by all employees for 12 months to date

Our Health and Safety Performance – June 2018

1.1. General Updates

Vehicle Safety – GPS Implementation

We have engaged a Commercial Advisor to project manage the implementation of GPS monitoring units in all Worksafe vehicles. This will provide:

- The ability to pinpoint the location of a vehicle at any point in time
- Information to assess driver behaviour and provide lead indicators to aid critical risk managements=
- Data for input into vehicle selection by job role and geographic region

The project is expected to last 3-4 months and will include full engagement with all interested parties, including drivers, managers, support staff and the PSA.

Situational Safety Training

The Situational Safety and Tactical Communications training has been completed. This training will now become part of the core inspector training module, with a plan for refresher training to be delivered on a 2 yearly basis.

Lag Indicators & TRIFR Calculation

There were two TRIFR incidents in June and 2 days lost. None of the incidents involved Contractors.

The TRIFR calculation has been amended to include Contractor hours from this monthly report onward.

Total recordable injury frequency rate (TRIFR) = **15.60** target 7.5, (per 1 million hrs worked)

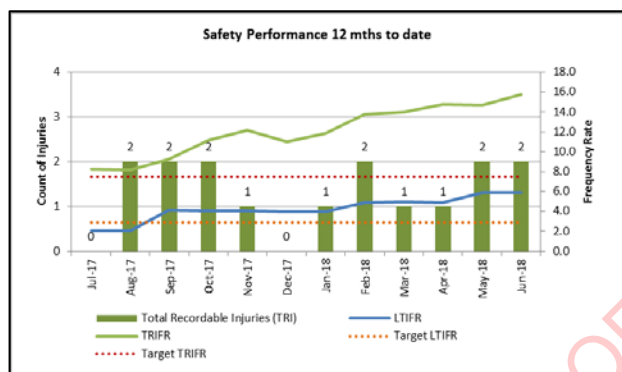
Lost time injury frequency rate (LTIFR) = **5.9** target, 2.9, (per 1 million hrs worked).

1.2. Lead Indicators – Critical Risks

Lead Indicator	Measures	Target	Result
Driving	The percentage of current inspectors who have completed the eLearning introductory driver training modules.	100% completed by 28 th February 2018	100% completed by 1st March 2018
	The percentage of new cohort inspectors who have completed the eLearning introductory driver training modules.	100% have completed within 2 weeks of commencement	100% of Cohort 15 (May 2018 intake)
Aggressive & violent behaviour	The percentage of inspectors who have completed the Tactical Communications eLearning Module.	100% of Cohort Trainee Inspectors to have completed within 2 weeks of commencement	100% of Cohort 15 (May 2018 intake)
Psychological harm as a result of traumatic events or workplace stress	The level of agreement to the following statements in the staff <i>We Say</i> survey (scheduled for July 2018):	Same or better than public sector benchmark result of 61.7%	May 2017 survey result Work related stress = level of agreement 55.4%
	<ol style="list-style-type: none"> 1. <i>The level of work-related stress experienced at work is acceptable.</i> 2. <i>I am able to maintain a balance between my personal and working life.</i> 	Same or better than public sector benchmark result of 70.3%	Work / personal life balance = level of agreement 64.5%

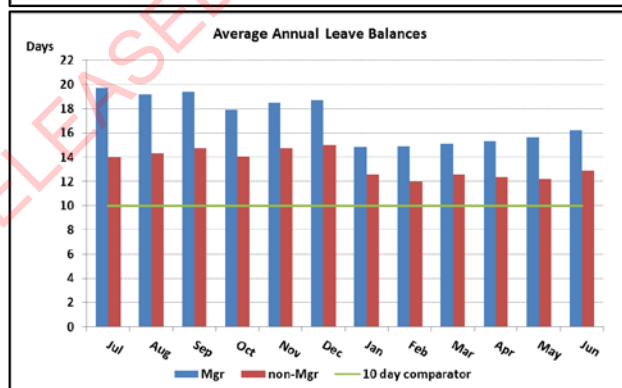
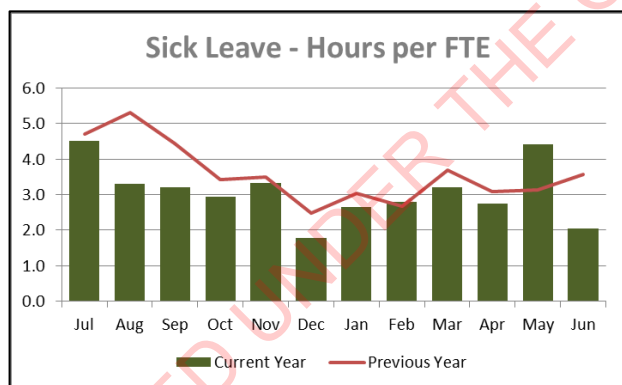
Lead Indicator	Measures	Target	Result
Psycho- social	The percentage of eligible inspectors who have attended Professional Supervision – as per quarterly report.	100% attendance at 3 sessions within a 12 month period.	Data not available in time for report deadline. Oral update will be provided at Board meeting.
Our Culture	The level of agreement to the Safety Culture Index questions in the staff <i>We Say</i> survey (scheduled for July 2018)	Maintain or improve on the last survey result of 79.5%	May 2017 survey result Safety Index = 79.5%
Worker Engagement Participation and Representation	A worker representative quorum is available to attend the National and Regional Health and Safety meetings to ensure they take place. <i>Quorum = at least 50% of attendees must be worker representatives</i>	All monthly National Meetings, and Quarterly Regional meetings have a quorum	June 2018 National Meeting – quorum achieved. No Regional Meetings this month

1.3. Our Health and Safety Performance



Commentary

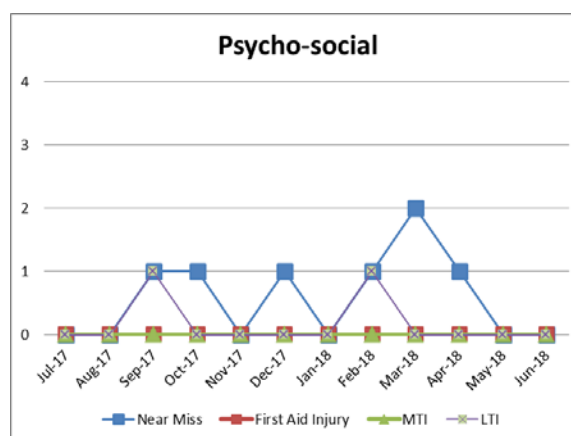
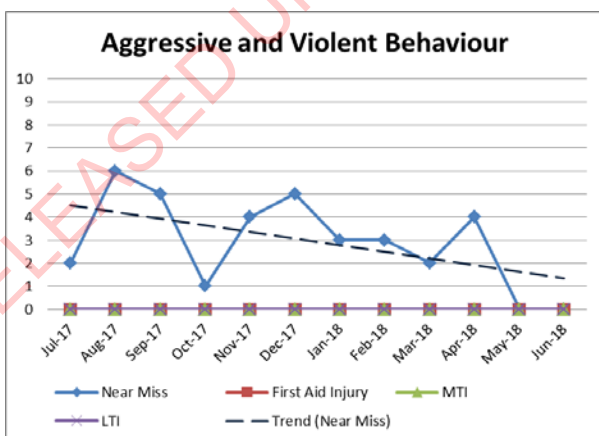
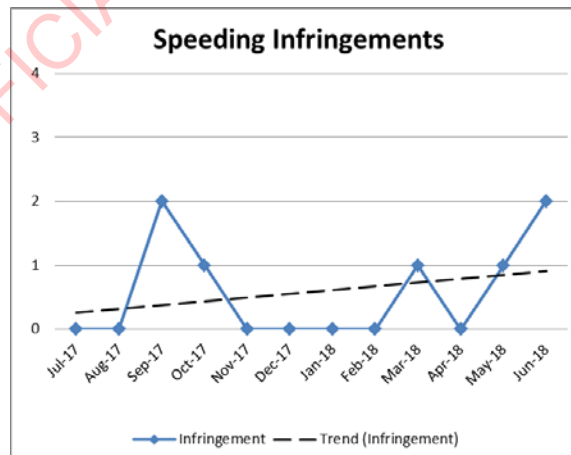
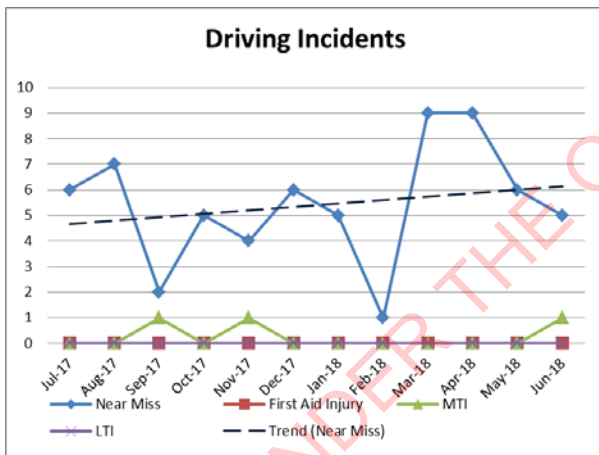
- There was one lost time injury as a result of a trip on a construction site. The employee was diagnosed with a sprained shoulder and did not attend work for 2 days at Dr's recommendation.
- There was a medical treatment injury due to a minor vehicle collision caused by a staff member changing lanes; the staff member was taken to hospital for a check as a precautionary measure following the incident.
- There was a near miss driving incident in the month that had the potential to cause serious harm (category 3 incident). A car turned and drove the wrong way down the street, our driver had to brake suddenly and take evasive action.
- There were no other critical risk incidents reported this month.
- There was a potential serious harm due to an Inspector being incorrectly advised that a site with fallen power lines was electrically safe when that was not the case. Follow up has been completed with the lines company.
- Overall sick leave absence levels dropped considerably this month; the AMS system was unavailable for several days in June and this is thought to have led to under-reporting.
- Our average annual leave balance has risen slightly to 13.5 days, but is lower than the 14.8 days average in July 2017.
- We are supporting three people with illnesses that are under active case management.



1.4. Incidents

Incidents	This month	12 Months
Total Recordable Injury (TRI) Total	2	21
<ul style="list-style-type: none"> Lost Time Injury (LTI) 	1	7
<ul style="list-style-type: none"> Medical Treatment Injury (MTI) 	1	14
Lost Time		
<ul style="list-style-type: none"> Full Days Lost 	2	118
Near Miss (TOTAL)	5	179
<ul style="list-style-type: none"> Category 3 - likely to result in Serious Harm 	2	10
<ul style="list-style-type: none"> Category 3 - likely to result in medical treatment or lost time (excluding serious harm) 	2	68
<ul style="list-style-type: none"> Category 1 - likely to result in First Aid Injury 	1	101
Other		
<ul style="list-style-type: none"> First Aid Injury (does not contribute to TRI) 	2	24
<ul style="list-style-type: none"> OCC Illness - any abnormal condition or disorder, other than those associated with injury, caused by factors associated with employment 	0	0
<ul style="list-style-type: none"> Contractor Incidents 	0	0

1.5. Critical Risk Incident Trends



Driving incidents

- There was one category three near miss this month, see commentary above.

Aggressive and threatening behaviour incidents

- There were no reports this month

Psycho-social incidents

- There were no reports this month

Illness cases under active management

- There are currently 3 illness cases that are under active rehabilitation management and fitness for work assessments.

DEFINITIONS

NEAR MISS: THOSE OCCURRENCES WHERE NO HARM OCCURRED BUT WHERE HARM COULD HAVE OCCURRED

FIRST AID INJURY: those occurrences that resulted in the administration of first aid, but did not require medical attention or time lost from work

MEDICAL TREATMENT INJURY (MTI): those occurrences that resulted in the need for treatment by a medical practitioner, but did not result in time lost from work

RESTRICTED WORK INJURY: those occurrences that prevent the employee from undertaking one or more of their normal work tasks, or from working the full work day

OCCUPATIONAL ILLNESS: any abnormal condition or disorder, other than those associated with injury, caused by factors associated with employment

LOST TIME INJURY (LTI): those occurrences that resulted in a fatality, permanent disability or time lost from work of one day/shift or more

TOTAL RECORDABLE INJURY (TRI): those occurrences that resulted in lost time injury, medical treatment injury, or restricted work injury

LOST TIME INJURY FREQUENCY RATE: the number of recordable cases involving days away due to lost time injuries, multiplied by 1,000,000, then divided by the total number of hours worked by all employees for 12 months to date

TOTAL RECORDABLE INJURY FREQUENCY RATE: the total number of lost time injuries, medical treatment injuries and return to work injuries, multiplied by 1,000,000, then divided by the total number of hours worked by all employees for 12 months to date