As part of the Strategic Plan 2018-2023, WorkSafe Tasmania has established a number of strategies to aid in fulfilling its promise to the Tasmanian community of ‘Safe and Well, Every Day’. These strategies include a focus on Targeted Harm Reduction and Building Culture and Capability. A component of both of these strategies is implementing new ways to engage with and educate the community on injury trends and areas of risk as a tool to improving work health, safety and wellbeing outcomes.

The Industry Overview reports provide an account of the work health and safety (WHS) performance of each industry group across Tasmania. They aim to identify and focus on emerging or existing WHS issues, for evaluation and action. They compare most current WHS performance relative to previous years and, where applicable, to other industries across Tasmania.
The Public Administration and Safety (PAS) industry is the seventh largest employing industry and has an estimated annual gross value add of over 1.5 billion dollars (seventh highest among all industries).

PAS is made up of eight industry groups, and five of these have injury data available: State Government Administration, Local Government Administration, Central Government Administration, Public Order and Safety Services, and Justice.

INDUSTRY PROFILE

EMPLOYMENT

PAS is a relatively large employer in Tasmania, ranked seventh largest among the 19 industry groups. It is also ranked seventh highest among all industries on a gross value add basis with an estimated state product contribution of approximately 1.5 billion dollars annually.

PAS accounts for almost 7% of total employment (approximately 16,000 workers) with a flat employment market forecast for the next year in hours-worked.

PAS has a considerable proportion of full time workers at 75% while 63% of Tasmanian workers as a whole work full time.

AGE PROFILE

Over half or 55% of workers in this industry are over the age of 45 years. This is 13% higher than the average for all industries, indicating older workers are well represented in this industry. It is also worth noting that this industry has half as many workers below 25 years in age (5% v.s. industry average of 18%) (see Figure 1).

Figure 1. Percentage of workforce by age group

| Age Group       | Proportion of workforce
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>15-24 years</td>
<td>10%</td>
</tr>
<tr>
<td>25-34 years</td>
<td>20%</td>
</tr>
<tr>
<td>35-44 years</td>
<td>25%</td>
</tr>
<tr>
<td>45-54 years</td>
<td>25%</td>
</tr>
<tr>
<td>55-64 years</td>
<td>15%</td>
</tr>
<tr>
<td>65 years and over</td>
<td>5%</td>
</tr>
</tbody>
</table>

PROPORTION OF TOTAL TASMANIAN WORKFORCE

7%

Figure 2. Percentage of the workforce by industry group

- State Government Administration: 44%
- Local Government Administration: 17%
- Central Government Administration: 16%
- Public Order and Safety Services: 16%
- Justice: 3%
- Public Administration nfd: 2%
- Regulatory Services: 2%
- Defence: 1%

INDUSTRY GROUP BREAKDOWN

PAS is made up of a relatively small number of groups with injury data available for five under the Tasmanian workers compensation scheme.

At least 44% of PAS workers are employed in State Government Administration, followed by Local Government Administration (17%), Central Government Administration (16%), Public Order and Safety Services (16%) and Justice (3%).

Public Order and Safety Services is the most varied group made up of three main classes: i.e. Police, Fire Protection and Other Emergency Services, and as Correctional and Detention Services.
Public Administration and Safety (PAS) reported the third highest number of injuries in 2018 of all 19 industries.

The serious injury frequency rate in PAS was second highest of all industries and is 61% higher than the average rate across all industries.

There have been four work related fatalities in PAS in the last ten years.

INJURY NUMBERS
There were 793 people injured in PAS in 2018. This is 11% of the total injuries across the state.

PAS reported the third highest number of injuries in 2018. The number of injuries in PAS has reduced by 7% in the last ten years (see Figure 3) compared to a reduction of 11% across all industries.

Around 36% of injuries result in one week or more off work, in line with the statewide average.

SERIOUS INJURIES
A serious injury is one that results in the worker requiring at least one week off work due to their injury.

PAS has averaged 315 serious injuries per year (36% of all PAS injuries) in the last ten years.

PAS has reported the second highest number of serious injuries by industry. It accounted for 10% of all serious injuries in 2018.

SERIOUS INJURY FREQUENCY RATES
Frequency rates are calculated as the number of injuries per million hours worked. This gives context to the injury numbers by taking into account the size of an industry’s workforce, and the part time/full time mix of the industry.

The serious injury frequency rate for PAS in 2018 is second highest among all industry divisions, estimated at approximately 13.5 serious injuries per million hours worked*. This is 61% higher than industry average estimated at 8.4 serious injuries per million hours worked (see Figure 4 over page).

*Before exclusion of Federal/Commonwealth worker hours whose injury numbers are not included in the scheme.
TRENDS IN SERIOUS INJURY FREQUENCY

RATES OVER 10 YEARS

Serious injuries in PAS increased 3% between 2009 and 2018 while serious injuries for all industries decreased 12% in this period.

Using a three year rolling average frequency rate balances the variations in injury numbers and workforce year to year.

On a three year rolling basis, the PAS industry serious injury frequency rate for 2018 has remained relatively unchanged from ten years ago (from 13.3 to 13.8 serious injuries per million hours worked). The serious injury frequency rate for all industries decreased, from 10.3 to 8.7 serious injuries per million hours worked.

On a non-rolling (actual) basis, the serious injury frequency rate for PAS increased 10% between 2009 and 2018 from 12.3 to 13.5 serious injuries per million hours worked. The all industry serious injury frequency rate declined 22% from 9.8 to 8.4 serious injuries per million hours worked for this same period (2009-2018).

FATALITIES

There have been four work related fatalities in PAS industry workplaces in the last ten years, all of which were workers.

Statewide there have been 87 work related fatalities in the last ten years (2009-2018).
Workers aged in the 55-64 age group had the highest serious injury frequency rate of all age groups, with rates increasing steadily as workers age increase, peaking at this group.

Firefighters and Police, and Prison and Security Officers account for a combined 26% of all serious injuries in Public Administration and Safety (PAS).

State Government Administration reported the highest number of injuries, and Local Government Administration reported the highest serious injury frequency rate.

AGE GROUP ANALYSIS
In general, serious injury frequency rates in PAS increase as workers’ age increase. Workers aged 55-64 had the highest serious injury frequency rate in this industry at 19 serious injuries per million hours worked. This suggests that serious injury frequency rates in this industry are highest just before retirement age.

Workers aged between 15 and 24 years had the lowest serious injury frequency at eight serious injuries per million hours worked (see Figure 6 below).

INDUSTRY GROUP ANALYSIS
The State Government Administration group accounted for 42% of all serious injury injuries in the last ten years, followed by the Local Government Administration group at 30% and the Public Order and Safety Services group at 28%.

The serious injury frequency rate for Local Government Administration workers is highest at 24 serious injuries per million hours worked. This is followed by Public Order and Safety Services, and State Government Administration, at 18 and 17 serious injuries per million hours worked respectively, close to the average for these five industry groups*, estimated at 18 serious injuries per million hours worked in 2018 (see Figure 7 below).

* That is, adjusted for exclusion of Federal/Central government and Defence worker hours whose injury counts are not included the Tasmanian data set.

OCCUPATION ANALYSIS
Prison and Security Officers and Firefighters and Police accounted for 13% of serious injuries in PAS. Miscellaneous Labourers further accounted for 10% of serious injuries in the last ten years. These three occupations alone accounted for over a third of all serious injuries in this industry (36%).
THE WORKFORCE

This industry covers a wide range of activities, separated into eight groups:

- Government Representation
- Regulatory Services
- Defence
- State Government Administration
- Local Government Administration
- Central Government Administration
- Public Order and Safety Services
- Justice

THE INJURIES

793 injuries across the industry in 2018

36% of injuries over the last ten years resulted in at least one week off work

13.5 serious injuries per million hours worked

55% higher than the state average of 8.7

THE PEOPLE

55-64 year olds reported the highest serious injury frequency rate

Local Government Administration had the highest serious injury frequency rate

THE CAUSES

The most common causes of injury across the industry:

- Body stressing
- Falls, slips and trips
- Being hit by moving objects
- Mental stress

DISCLAIMER: The information provided herein was believed correct at the time of publication. The information is made available for general information only and should not be taken as a substitute for professional advice.

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of the total Tasmanian workforce
75% of workers are employed full time

3 out of 4 workers are employed full time

55% of workers are aged 45+

Frequency rate has not reduced compared to ten years ago
However, the trend is improving after a peak in 2014

55% higher than the state average of 8.7

serious injuries per million hours worked

Occupations with the highest percentage of serious injuries

- Firefighters and Police: 13%
- Prison and Security Officers: 13%
- Miscellaneous Labourers: 10%

Priority conditions and causes identified in the WorkSafe Strategic Plan 2018-2023 relevant to the industry

- Musculoskeletal disorders
- Hazardous manual tasks
- Safe movement of vehicles and plant
- Mental health conditions
- Slips, trips and falls
The most common cause of serious injury in Public Administration and Safety (PAS) is Body stressing, including Muscular stress while handling objects without lifting/pushing/pulling, and incidents involving Muscular stress while lifting, carrying or putting down objects. This is followed by Mental stress, Being hit by moving objects and Falls, slips and trips of a person.

Body stressing, Mental stress and Being hit by moving objects have all increased as a proportion of serious injuries in recent years. Falls, trips and slips of a person reduced as a proportion of serious injuries over the same period.

MOST COMMON CAUSES OF INJURY

At the broadest level, Body stressing was the most common cause at 34%.

The state average is 36%. Falls, trips and slips and Being hit by moving objects were the two next most common causes of injury, each making up 18% of injuries (2009-2018).

At a serious injury mechanism class level, Muscular stress while handling objects other than lifting, carrying, or putting down was the main cause of serious injuries (14%) followed closely by Falls on the same level (12%). Muscular stress while lifting, carrying, or putting down objects was the next most common injury mechanism in PAS at 11%.

Being assaulted by a person or persons was fourth most common (8% of all serious injuries) followed by Work pressure (7%).

TRENDS IN INJURY CAUSE

In 2018, Body stressing and Mental stress accounted for 39% and 27% of serious injuries respectively, followed by Being hit by moving objects at 15%.

Body stressing and Mental stress injury mechanisms have increased as a proportion of PAS serious injuries significantly in the recent four years. Vehicle incidents have on the other hand reduced approximately 15% from the high recorded in 2014 (18%).

Figure 8. Trends in Percentage of injuries represented by the most common injury causes 2014 - 2018
TRENDS IN THE MOST COMMON INJURY CAUSES

**Body stressing**

Muscular stress while handling objects other than lifting, carrying or putting down was the most common Body stressing injury in 2018. It has increased 14% as a proportion of serious Body stressing injuries between 2014 and 2018.

Muscular stress with no objects being handled was the least common Body stressing injury four years ago, but has increased each successive year to be the third most common in 2018, with one in four serious Body stressing injuries registered under this class. Repetitive movement, low muscle loading injuries have decreased considerably as a proportion of all serious Body stressing injuries, from 19% in 2014 to 3% in 2018.

**Mental stress**

Half (51%) of serious Mental stress injuries in PAS were from Work pressure in 2018, the highest in five years.

Work pressure serious injuries have increased year on year as a proportion of all Mental stress serious injuries since 2014.

**Being hit by moving objects**

Being assaulted by a person or persons is the most common serious injury within this injury division (50% in 2018).

Within this injury mechanism, the proportion of Being hit by moving objects serious injuries increased from one in five in 2017 to one in four in 2018.

**Falls, trips and slips of a person**

Falls on the same level is the most common Falls, trips and slips serious injury in 2018 (65%) and has increased 13% as a proportion of all serious Falls, trips and slips injuries in PAS between 2015 and 2018. Falls from a height has on the other hand decreased 21% for the same three year period (33% to 12% of all Falls, trips and slips serious injuries).
MOST COMMON INJURY CAUSES BY INDUSTRY GROUP

At an industry group level within PAS are consistent with *Muscular stress while lifting, carrying or putting down objects* the most common cause in each industry group.

The top causes of injury are indicated for each industry group in the graphic below.

**STATE GOVERNMENT ADMINISTRATION**
- Muscular stress while lifting, carrying or putting down objects: 15%
- Muscular stress while handling objects other than lifting, carrying or putting down: 15%
- Falls on the same level: 13%
- Falls from a height: 9%

**LOCAL GOVERNMENT ADMINISTRATION**
- Muscular stress while lifting, carrying or putting down objects: 15%
- Muscular stress while handling objects other than lifting, carrying or putting down: 15%
- Falls on the same level: 13%
- Falls from a height: 9%

**PUBLIC ORDER AND SAFETY SERVICES**
- Muscular stress while lifting, carrying or putting down objects: 15%
- Muscular stress while handling objects other than lifting, carrying or putting down: 15%
- Falls on the same level: 13%
- Falls from a height: 9%

**REGULATORY SERVICES**
- Muscular stress while lifting, carrying or putting down objects: 15%
- Muscular stress while handling objects other than lifting, carrying or putting down: 15%
- Falls on the same level: 13%

**JUSTICE**
- Muscular stress while lifting, carrying or putting down objects: 15%
- Muscular stress while handling objects other than lifting, carrying or putting down: 15%
- Falls on the same level: 13%
- Falls from a height: 9%
As part of the Strategic Plan 2018-2023, WorkSafe Tasmania will be working to reduce harm in Tasmanian workplaces through targeted harm reduction programs. This includes targeting priority industries and high consequence activities, and focusing on priority conditions and their causes.

As one of the identified priority industries, Public Administration and Safety workplaces should expect increased engagement with WorkSafe Tasmania through a range of avenues.

**PRIORITY AREAS AND PLANNED ACTIVITIES**

Through the development of a Compliance Plan to inform inspectorate priorities, a number of awareness campaigns and a variety of other engagement activities, WorkSafe Tasmania will be targeting the following priority conditions and causes of injury identified in the Strategic Plan 2018-2023.

- **HAZARDOUS MANUAL TASKS**
- **SLIPS, TRIPS AND FALLS**
- **SAFE MOVEMENT OF VEHICLES AND PLANT**
- **MENTAL HEALTH CONDITIONS**
- **MUSCULOSKELETAL DISORDERS**
- **ASBESTOS RELATED DISEASES**
Purpose and Scope of Work
This purpose of this report is to provide an account of the work health and safety performance of Public Administration and Safety in Tasmania. The aim is to identify and focus on emerging or existing WHS issues, for evaluation and action. It compares most current Public Administration and Safety WHS performance relative to previous years, and where applicable, to other industries in Tasmania.

Data
The data used in the preparation of this report comes from the WorkSafe Tasmania Information Management System (WIMS). While every effort is taken to ensure the accuracy of this report, all data is provided by Licensed and Self Insurers and the Tasmanian State Service. WorkSafe Tasmania cannot ensure the accuracy of the data.

Denominator data is from Safe Work Australia and the Australian Bureau of Statistics (ABS). Supporting statistics include sources like the Department of Treasury and Finance Tasmania.

WIMS data used in this report was current to February 2019. The latest Safe Work Australia data was at end 2017. ABS data, where applicable, is the most recent available from its website.

This report provides data on a calendar year basis unless otherwise stated.