



TASMANIA INDUSTRY OVERVIEW PUBLIC ADMINISTRATION AND SAFETY

2017

WORK HEALTH AND SAFETY
PERFORMANCE



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INTRODUCTION

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.

INDUSTRY BACKGROUND

Public Administration and Safety (PAS) is a relatively large employer in Tasmania, ranked sixth largest among the 19 industry divisions. It is ranked fifth highest among all industries on a gross value add basis with an estimated state product contribution of over 1.7 billion dollars annually.

PAS is made up 13 industry groups, ten of which are represented in Tasmania. The five largest employing groups, ranked from top to bottom, are **State Government Administration**, **Public Order and Safety Services**, **Central Government Administration**, **Local Government Administration**, and **Justice**. These five groups employ an estimated 96% of all **PAS** workers in Tasmania.

INDUSTRY PROFILE

EMPLOYMENT

PAS accounts for almost 7% of total employment (slightly over 15,000 workers) with a flat employment market forecast for the next year in hours-worked.

Hours in PAS have been relatively flat in the last three years. There has been a very slight increase in hours in Central Government Administration and Justice, with a decline in Public Order and Safety Services hours in the last year.

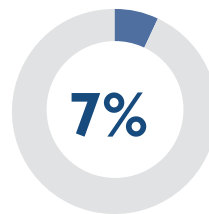
AGE PROFILE

Over half (52%) of workers in this industry are more than 45 years in age (Figure 1). This is 9% higher than the average for all industries, indicating middle aged workers are very well represented in this industry. It is also worth noting that PAS has half as many workers below 25 years in age (6% vs. all industry average of 17%).

INDUSTRY GROUP BREAKDOWN

PAS consists of eight industry groups, covering a wide range of services. Of these groups, five make up around 96% of the industry's workforce, as shown in Figure 2 below.

Public Administration and Safety as a proportion of total Tasmanian workforce



Proportion of Public Administration and Safety workforce employed full time

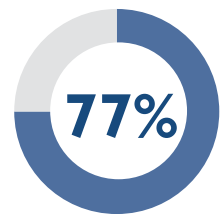


Figure 1. Percentage of workforce by age group

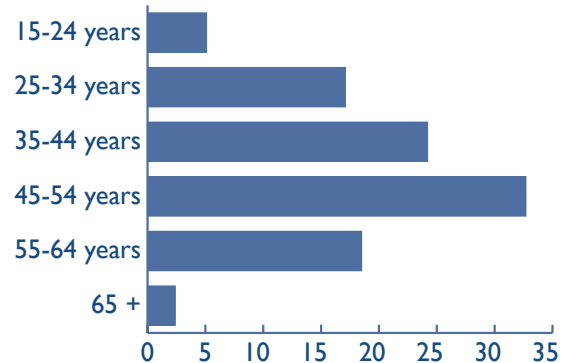
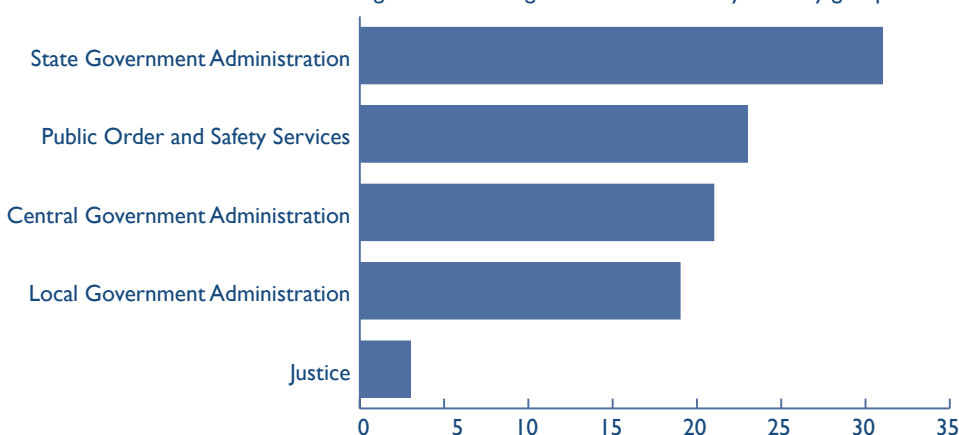


Figure 2. Percentage of the workforce by industry group



INJURY NUMBERS AND TRENDS

Public Administration and Safety (PAS) reported the third highest number of injuries over the last ten years. Injury numbers have decreased 29% in the last ten years, slightly lower than the statewide decrease of 31%.

The serious injury frequency rate for **PAS** was the second highest of all 19 industries at 12.5 serious injuries per million hours worked in 2017.

There has been one work related fatality reported in **PAS** in the last ten years.

722
injuries in
**Public Administration
and Safety 2017**

Local Government
Administration had the
highest serious injury frequency rate



12.5
serious injuries
per million hours
worked

INJURY NUMBERS

In 2017, 722 people were injured in PAS, 10% of the total injuries across the state.

PAS reported the third highest number of injuries in 2017 and it has ranked between second and fourth highest each year for the last ten years. The number of serious injuries in PAS has decreased 29% in the last ten years as shown in Figure 3 below.

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

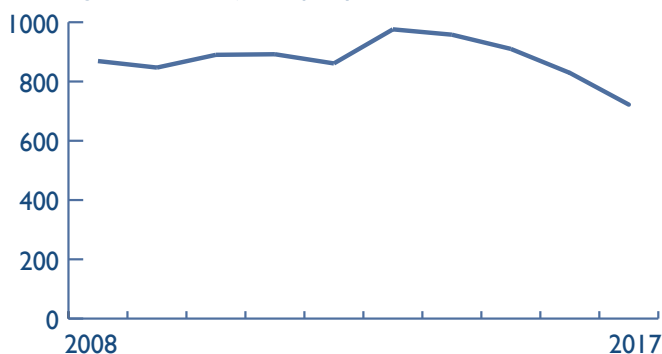
SERIOUS INJURIES

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

In the last ten years, PAS has averaged 313 serious injuries per year, or around 36% of all injuries in that period.

PAS reported the third highest number of serious injuries of any industry division in 2017. It accounted for 10% of all serious injuries in 2017.

Figure 3. Total injuries per year



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, as well as the part time/full time mix of the industry.

The serious injury frequency rate in PAS is second highest among all industry divisions in 2017 at approximately 12 serious injuries per million hours worked (see Figure 4 below).

TRENDS IN SERIOUS INJURY NUMBERS AND FREQUENCY RATES OVER TEN YEARS

The number of serious injuries in PAS per year increased between 2008 and 2014 and then declined. This resulted in an overall increase of 8%. Serious injuries for all industries decreased 23% in the same ten year period.

The serious injury frequency rate in 2017 (14.0) was 12% lower than in 2008 (15.8).

Using a three year rolling average frequency rate balances the variations in injury numbers and workforce year to year. PAS has seen a 7% increase in the three year rolling average serious injury frequency rate from the beginning of the reporting period (2007-2009) when the rolling average frequency rate was 13.2 serious injuries per million hours worked, to the most recent three years (2015-2017) where the rolling average serious injury frequency rate was 14.2.

The rolling average serious frequency rate across all industries has decreased by 19% in the same period from 10.3 to 8.4 (see Figure 5).

FATALITIES

There has been one work related fatality in PAS in the last ten years, a disease related (non traumatic injury related) worker death in 2016.

Statewide there have been 90 work related fatalities in the last ten years (2008-2017).

Figure 5. Three Year Rolling Average serious injury frequency

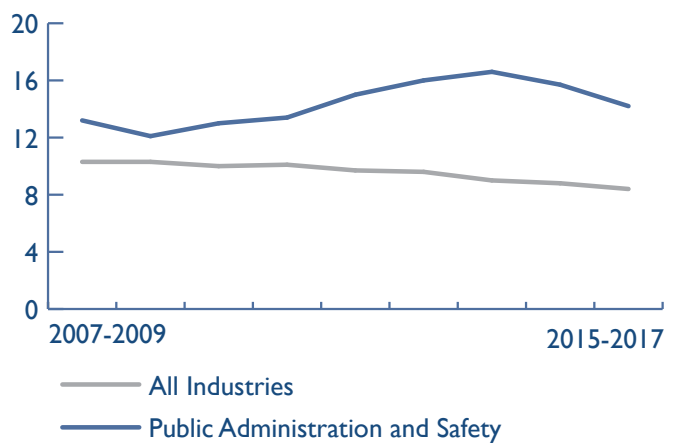
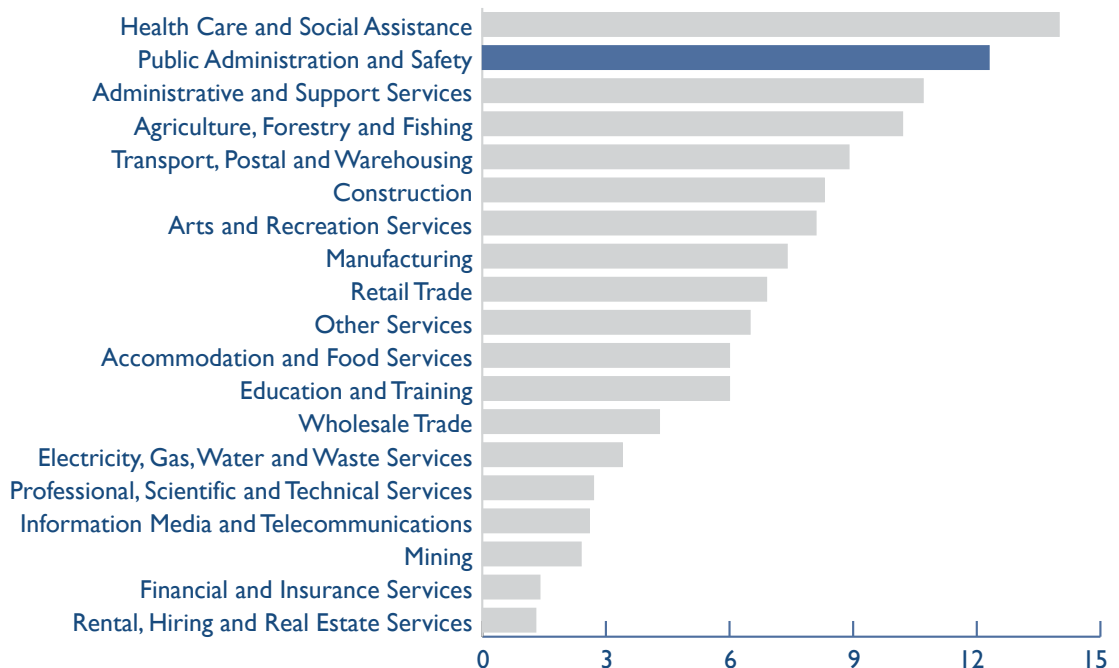


Figure 4. Serious injury frequency rate by industry 2017



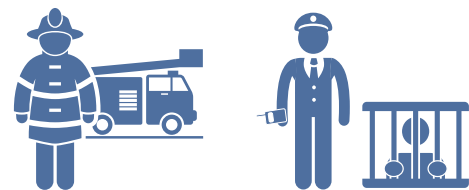
INJURED WORKER DEMOGRAPHICS

Workers aged in the 55-64 age group had the highest serious injury frequency rate of all age groups. The likelihood of serious injury in Public Administration and Safety (PAS) increases as worker age increases, until reaching the 65 and over age group where the serious injury frequency rate drops significantly.

Firefighters and Police make up the largest proportion of injured workers in PAS, at 13% of all serious injuries, followed closely by Prison and Security officers at 12% of serious injuries.

42% of all serious injuries occurred in State Government Administration. The highest serious injury frequency rate was reported in Local Government Administration at 27 serious injuries per million hours worked, over double the all industry serious injury frequency rate.

**Workers aged
55-64 years**
had the highest serious injury
frequency rate



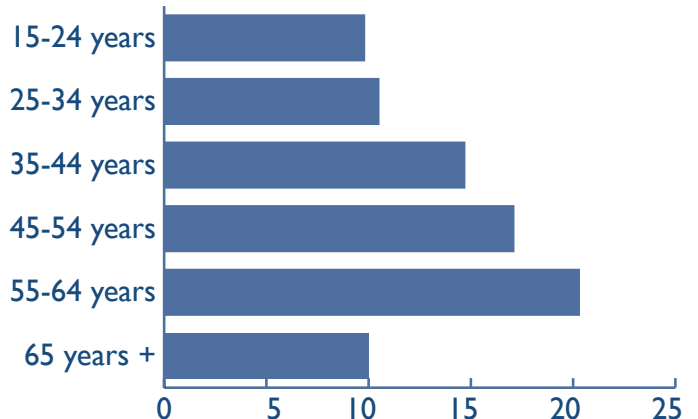
25% of all serious injuries in Public Administration and Safety are reported by Firefighters, Police Prison and Security Officers

AGE GROUP ANALYSIS

The serious injury frequency rates in PAS increases progressively as worker age increases, particularly for those aged 35 years and above. The data also suggests that serious injury frequency rates in this industry are highest just before retirement age; that is, age groups up to 64 years (see Figure 6).

Workers aged below 25 years in this industry had the lowest serious injury frequency rates, at slightly above ten serious injury injuries per million hours worked. This is below the estimated serious injury frequency rate of 12 serious injuries per million hours worked (unadjusted) for the PAS industry in 2017.

Figure 6. Serious injury frequency rate by age group



PUBLIC ADMINISTRATION AND SAFETY

INDUSTRY SNAPSHOT 2017

THE WORKFORCE

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



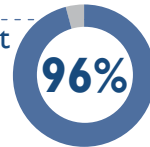
- Government Representation
- Regulatory Services
- Defence



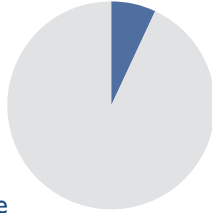
- State Government Administration
- Local Government Administration



- Central Government Administration
- Public Order and Safety Services
- Justice



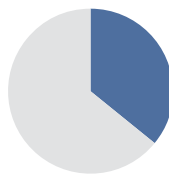
The last five groups make up 96% of the industry in Tasmania



THE INJURIES

722

injuries across the industry in 2017



36%

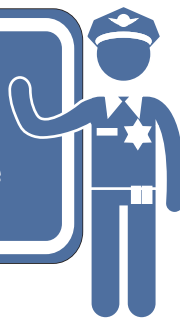
of injuries over the last ten years resulted in at least one week off work

12

THE PEOPLE

Workers aged 55-64

had the highest serious injury frequency rate
RATE INCREASES AS WORKERS AGE



Occupations with the



13%

Firefighters and Police Officers



THE CAUSES

The most common causes of injury across the industry



Body stressing



Falls, slips and trips

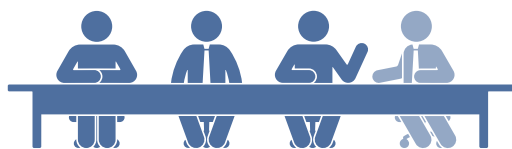


Being hit by moving objects



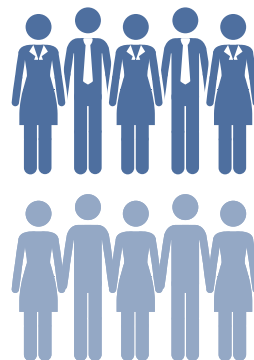
Mental stress

7% of the
total Tasmanian
workforce



**3 out of 4 employees
work full time**

5 in 10
workers are
aged 45+



serious injuries per
million hours worked

51% higher than the
state average of

7.9

8% rise
in serious injury frequency rate
in last ten years



**trend
improving**
after peak in 2014

Highest Percentage of Serious Injuries



Prison and Security
Officers



Miscellaneous
Labourers

Local Government Administration

had the highest serious injury frequency rate

ACTION AREAS

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



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OCCUPATION ANALYSIS

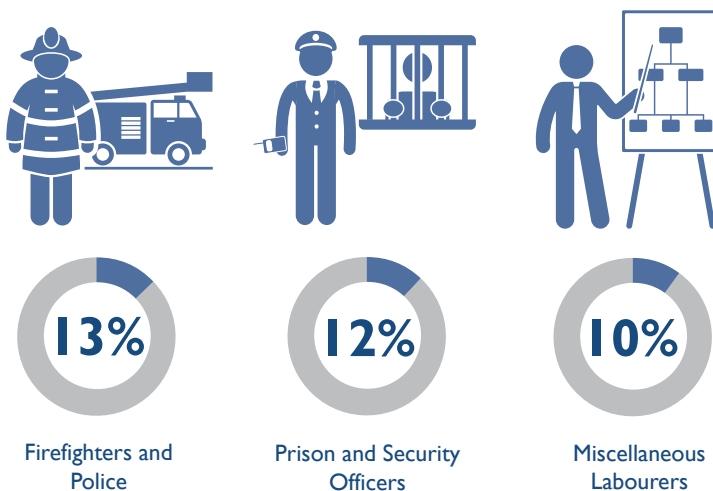
Firefighters and Police had the highest proportion of serious injuries (13%) followed by Prison and Security Officers (12%) and Miscellaneous Labourers (10%). These three occupations account for slightly over a third (35%) of all serious injury incidents in the ten years to 2017 for PAS.

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%. These three industry groups accounted for almost all serious injuries (99%) in this industry.

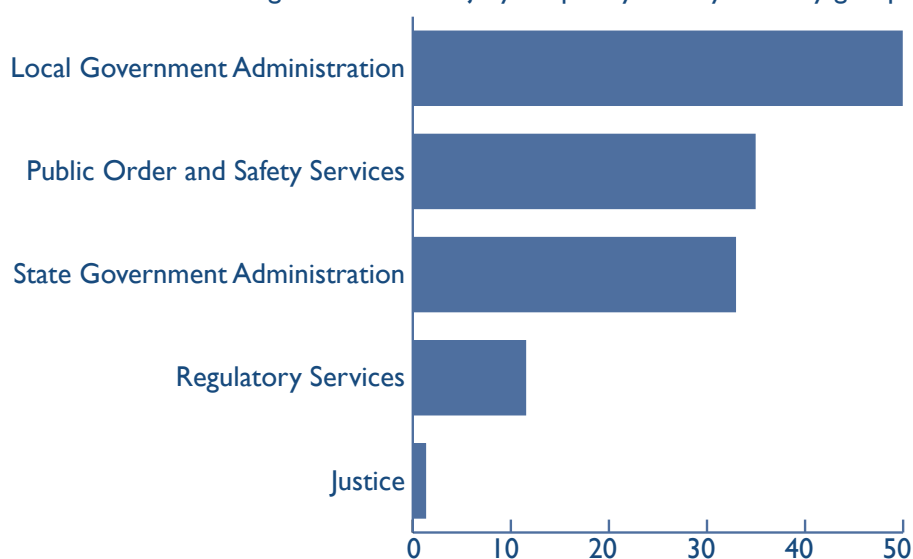
The Local Government Administration group is the smallest employer among these three injury represented groups, which results in it having a disproportionately high serious injury frequency rate of 27 serious injuries per million hours worked. This is the highest of all groups in PAS, followed by State Government Administration and Public Order and Safety Services at 19 and 17 serious injuries per million hours respectively. All three are well above the average for this industry, estimated at 12 serious injuries per million hours worked in 2017 (see Figure 7 below).

Occupations with the Highest Percentage of Serious Injuries



* Please note that with adjustment for exclusion of Federal/Central Government Administration workers who are not included in this scheme, the serious injury frequency rate for PAS is estimated to be closer to 16 serious injuries per million hours worked in 2017 identifying it as the industry with the highest serious injury frequency rate in Tasmania.

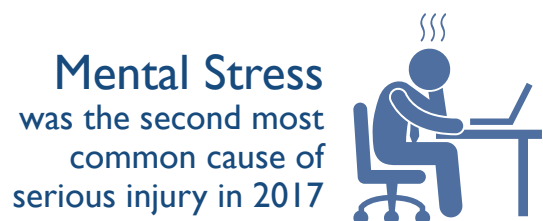
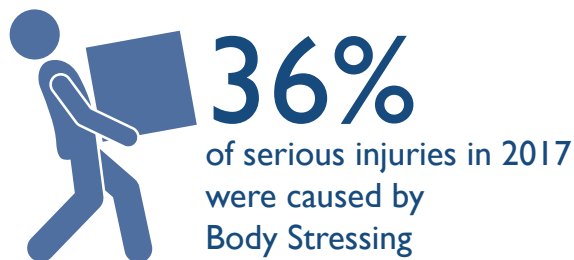
Figure 7. Serious injury frequency rate by industry group



INJURY CAUSES

The most common cause of serious injury in Public Administration and Safety (PAS) is *Body stressing*, including *Muscular stress while handling objects other than lifting, carrying, or putting down*, and *Muscular stress while lifting, carrying or putting down objects*. This is followed by *Mental stress*, including incidents resulting from *Work pressure*, *Work related harassment and/or workplace bullying* and *Exposure to workplace violence*. *Being hit by moving objects* (including physical injuries resulting from assaults) and *Falls, trips and slips of a person* are the third and fourth most common cause of injury respectively.

Body stressing and *Mental stress* injuries have all increased as a proportion of serious injuries in recent years. Injuries due to *Being hit by moving objects* and *Falls, slips and trips* have remained fairly steady in the proportion of injuries for which they account over the same period.



MOST COMMON CAUSES OF INJURY

At the broadest level, *Body stressing* is the most common cause of injury in 2017, accounting for approximately 36% of all serious injuries, lower than statewide trends across all industries (46%).

The second most common serious injury cause within PAS in 2017 was *Mental stress* (31% of serious injuries) which is well above statewide trends and higher than any other industry.

At a serious injury mechanism class level, *Muscular stress while handling objects other than lifting, carrying, or putting down* was the main cause (14%) of serious injuries in PAS followed by *Falls on the same level* (12%) and *Muscular stress while lifting, carrying, or putting down objects* (11%). *Being assaulted by a person or persons* was the next most common serious injury mechanism at 7%, followed by *Work pressure* at 7%. These top five injury mechanism classes account for slightly over half (51%) of all serious injuries in PAS.

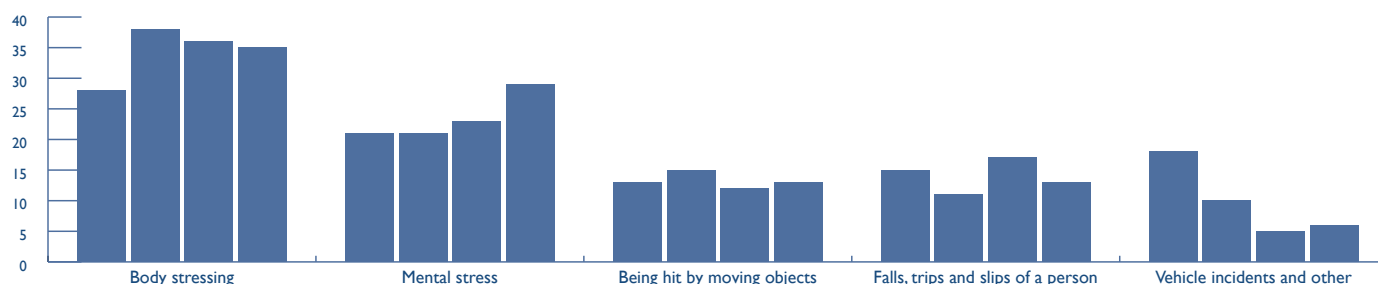
TRENDS IN INJURY CAUSE

Mental stress as an injury cause has increased as a proportion of all serious injuries in PAS in recent years.

Body stressing is still the injury mechanism with the highest proportion of serious injuries (36% in 2017) but has reduced approximately 7% since 2015.

Vehicle incidents and other reduced even more (-36%) as a proportion of serious injuries, from 11% of all serious injuries in 2015 to 7% of serious injuries in 2017. In contrast, *Mental stress* as an injury mechanism has increased the most, by as much 36%, from 22% of all serious injuries in 2015 to 30% in 2017 (see Figure 8).

Figure 8. Trends in Percentage of injuries represented by the most common injury causes 2014 - 2017



TRENDS IN THE MOST COMMON INJURY CAUSES

BODY STRESSING

Muscular stress with no objects being handled and *Muscular stress while handling objects other than lifting, carrying or putting down* injuries have increased as a proportion of all serious *Body stressing* injuries in PAS. *Muscular stress while handling objects other than lifting, carrying or putting down* as a proportion of serious *Body stressing* injuries increased approximately 69% between 2014 and 2017. *Repetitive movement low muscle loading* serious injuries decreased as a proportion of all serious *Body stressing* injuries between 2014 and 2017, from 19% of all *Body stressing* injuries in 2014 to 6% in 2017.

MENTAL STRESS

Mental stress has increased as a proportion of all serious injuries in PAS in the last four years. This can be accounted by the rise of *Work pressure* as well as *Other mental stress factors* mechanism classes which increased 50% and 10% between 2014 and 2017 respectively. *Work*

related harassment and/or workplace bullying was the second highest *Mental stress* mechanism class in 2014 but that position has been taken over by *Work pressure*. *Work related harassment and/or workplace bullying* serious injuries has fallen approximately 30% as a proportion of all serious *Mental stress* injuries in the last three years.

BEING HIT BY MOVING OBJECTS

Being assaulted by a person or persons remains as the most common serious *Being hit by moving objects* injury in 2017. The proportion has declined since 2014, although it still accounted for well over half of all serious *Being hit by moving objects* serious injuries in 2017.

Being hit by moving objects has increased as a proportion of all serious *Being hit by moving objects* injuries, from 6% in 2014 to 19% in 2017.

MOST COMMON INJURY CAUSES BY INDUSTRY GROUP

At an industry group level within PAS injury causes are somewhat consistent, although the most common injury varies between groups.

The top causes of injury for each industry group in PAS are indicated in the graphic below. Note: as Central Government Administration workers are not covered under the Tasmanian scheme, no injury data is collected for this group.



STATE GOVERNMENT ADMINISTRATION

- Muscular stress while handling objects other than lifting, carrying or putting down **14%**
- Muscular stress while lifting, carrying or putting down objects **12%**
- Work pressure **10%**



LOCAL GOVERNMENT ADMINISTRATION

- Muscular stress while handling objects other than lifting, carrying or putting down **20%**
- Falls on the same level **16%**
- Muscular stress while lifting, carrying or putting down objects **15%**



PUBLIC ORDER AND SAFETY SERVICES

- Being assaulted by a person or persons **17%**
- Falls on the same level **13%**
- Muscular stress while handling objects other than lifting, carrying or putting down **8%**



REGULATORY SERVICES

- Work pressure **43%**
- Work related harassment and/or workplace bullying **29%**
- Other mental stress factors **14%**
- Falls on the same level **14%**



JUSTICE

- Work related harassment and/or workplace bullying **50%**
- Muscular stress while handling objects other than lifting, carrying or putting down **25%**
- Work pressure **25%**

ACTION AREAS

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 (PAS) 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



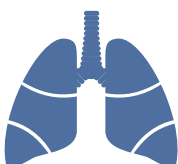
SAFE MOVEMENT OF VEHICLES AND PLANT



MENTAL HEALTH CONDITIONS



MUSCULOSKELETAL DISORDERS



ASBESTOS RELATED DISEASES

Prepared by:
WorkSafe Tasmania

Further information regarding this report can be obtained from:

WorkSafe Tasmania
Telephone 1300 366 322

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Purpose and Scope of Work

This purpose of this report is to provide an account of the work, health and safety performance of the Public Administration and Safety (PAS) industry division in Tasmania. The aim is to identify and focus on emerging or existing WHS issues, for evaluation and action. It compares most current PAS WHS performance relative to previous years, and where applicable, 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 June 2018. The latest Safe Work Australia data was at end 2016. ABS data, where applicable, is the most recent available from its website.

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

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