

SNAPSHOT

PROJECT TITLE

Project Report Reference: 2018-1016

Date: 5 December 2018

Project Description

Analysis of Industry Data

Identify comprehensive data of injury/illness claims in all meat processing plants across Australia and compile and present a report to industry

Consultation with Industry

Consult with industry and present results and obtain industry input and feedback on WHS performance and industry priorities to improve WHS performance

Research & Development Plan

In consultation with industry develop a 3 – 5 year strategic R&D plan for WHS in the meat industry.

Project Content

Phase 1: For the literature review phase of this project, literature was sourced from publically available reports of workplace injury statistics from state and national workplace safety organisations. This was augmented with a search of academic literature that has further modelled data from these sources or collected additional data to further explore the predictors of workplace injury cost, source, and duration. These literature sources are expected to provide an up-to-date summary of what is known already, whilst enabling us to confirm areas in need of further investigation (which we explore in Phase 2).

Phase 2: Data for Phase 2 will derive from workplace safety records for participating organisations as well as 25 on-site interviews we conduct during visits to these organisations. Modelling of risk of injury for the present study will be undertaken on state and territory workplace injury databases, which contain detailed summaries of claims, including information about industry, occupation, demographics (age, gender,

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work experience level), nature of injury, and claim cost in terms of time off work and financial burden. In the event that these databases do not include level of experience in current job, we will obtain this information from key stakeholders instead.

Project Outcome

The major drivers of claims frequency and severity were identified, taking into consideration type of injury and demographic considerations.

In addition, issues relating to hazard identification and return to work processes were identified that directly contributed to increased claims costs.

A 3 to 5 year Research and Development plan has been developed. This plan has identified initiatives to address the major drivers associated with the high Workers' Compensation rates within the Meat Industry.

Benefit for Industry

Workers' Compensation rates for the meat industry remain significantly higher in each state than that of the majority of industries. Only by worker together as an industry will these rates reduce to provide financial relief through direct bottom line improvement.

As the rates in each state relate to the performance of the industry as a whole, the implementation of industry wide initiatives is required to achieve sustainable reduction in industry rates for the industry.