



Inquiry into Annual and Financial Reports 2020-2021
ANSWER TO QUESTION ON NOTICE

Asked by MR HANSON

Ref: Annual Report, Education Directorate, Workplace Health and Safety

In relation to: Performance against the Australian Work Health and Safety Strategy 2012-22 Targets (AR p101)

1. Table 41, p. 101: Target 1 - reduce the incidence rate of claims resulting in one or more weeks off work by at least 30 per cent.
 - a) In that Table, for financial year 2020-21, the Directorate Target is listed as 9.05. But in last year's Annual Report, that target was listed as 8.05 (AR 2019-20, Table 33, page 90). How can the same target have a different metric?
 - b) For the six reporting periods from 2012-13 to 2017-18, the Education Directorate's rate of claims was lower than the ACTPS rate. For the last three reporting periods, from 2018-19 to 2020-21, the Education Directorate's rate of claims has been much higher than the ACTPS rate, and the difference is growing. For the 2021-22 financial year, ACTPS rate of claims was 37% above its target. But for the Education Directorate, at 15.90, the rate of claims was 98% above its target of 8.05. How do you account for this trend, compared with the ACTPS overall?
2. Table 42, p 102: Target 2 -reduce the incidence rate of claims for musculoskeletal disorders resulting in one or more weeks off work by at least 30 per cent. The Education Directorate rate per 1,000 employees is 76% above its target; the overall ACTPS rate is much lower, at 17% above its target. How do you account for this trend, compared with the ACTPS overall?

MS BERRY MLA: The answer to the Member's question is as follows:–

1. In relation to Table Performance against the Australian Work Health and Safety Strategy 2012-22 Targets (AR p101):
 - a) As listed in the 2019-20 Annual Report, the Directorate target for financial year 2020-21 was 8.05. The target of 9.05 listed in the 2020-21 Annual Report was an administration error.
 - b) The Education Directorate is committed to strengthening the systems in place to prevent injury and implement early interventions to support workers when illness or injury occurs. The following key initiatives have been prioritised this year to support this objective:
 - Identification, assessment and management of psychosocial risks,
 - Early targeted support with a triage approach for workers, and

- Strengthen implementation of medical redeployment to support workers with suitable employment in the broader ACTPS in accordance with the *ACTPS Medical Redeployment Policy*.

The following programs are currently in place to support staff and schools:

- Embedding the Early Intervention and Wellbeing team to triage risks and incident reports and support injured workers,
- Utilising the Employee Assistance Program to stand up critical incident response,
- Increase in utilisation of early intervention strategies, and
- Improving workforce capability and model of support in schools.

2. The Education Directorate notes that there are musculoskeletal risks unique to a school environment which contributes to the proportion of incidence rate of claims for the majority of our workforce. The Education Directorate is continuing to focus on early intervention strategies to decrease musculoskeletal rates of claims with a particular focus on early intervention physio.

Approved for circulation to the Standing Committee on Education and Community Inclusion

Signature:



Date: 02/06/22

By the Minister for Education and Youth Affairs, Ms Yvette Berry