



Injury management

Early intervention injury management assistance was offered to all employees on an ongoing basis, to help them to either return to or remain at work after an injury or illness, whether this be work or non-work related.

The injury management system and return-to-work program are documented in our Injury Management Policy and supporting guidelines and all our processes are compliant with the requirements of the *Workers' Compensation and Injury Management Act 1981*.

Employee Assistance Program

The Department provides an Employee Assistance Program where employees and immediate family members can access confidential and professional counselling services. In 2018-19 there were 65 new referrals and 15 continuing referrals to the provider.

Personal issues represented the largest proportion of referrals at 83 per cent and 17 per cent of referrals were attributed to work related matters. Based on trends identified with the issues reported the Department was able to offer relevant employee well-being initiatives.

Public Sector Commissioner's Occupational Safety and Health (OSH) performance requirements 2018-19

Indicator	2016-17	2017-18	2018-19	Target	Comment on result
Number of fatalities	0	0	0	0	Target achieved.
Lost time injury and/or disease incidence rate	0.2	0.32	0.43	At least 0 or 10% reduction on the previous three years	Six claims were lodged in total, of which four were estimated lost time claims with the decision on one claim not made as at 30 June 2019.
Lost time injury and/or disease severity rate	0	33	75	At least 0 or 10% reduction on the previous three years	Three estimated lost time severity claims lodged during the year. One claimant has returned to pre-injury status and two are participating in a return to work program. Decision on one claim not made as at 30 June 2019.
Percentage of injured workers returned to work within 13 weeks	100%	33%	100%	Actual result to be stated	Target achieved.
Percentage of injured workers returned to work within 26 weeks	100%	67%	100%	Greater than or equal to 80%	Target achieved. All claimants returned to work within 13 weeks.
Percentage of managers trained in occupational safety, health and injury management responsibilities	38.3%	30%	82%	Greater than or equal to 80%	Target achieved. An ongoing training program is in place to continually train managers/supervisors on OSH and injury management.