WORK HEALTH AND SAFETY ROADMAP FOR NSW 2022

Revised in August 2018

We believe you should be safe and supported

SAFEWORK NSW

Introduction

MINISTER'S MESSAGE

The Work Health and Safety Roadmap for NSW 2022 is a six-year strategy aligned to the Australian Work Health and Safety Strategy, committed to by the NSW Government in 2012.

This important strategy commits NSW to nationally agreed targets of a 20 per cent reduction in work related fatalities and a 30 per cent reduction in the incidence of serious injuries, illnesses and musculoskeletal injuries and illnesses, by 2022.

I am pleased to say that for both fatalities and serious injuries and illnesses show NSW has already met and exceeded the targets in advance of 2022. In the last decade there has been a 28 per cent reduction in work related fatalities from 86 to 62 in 2017 and a 24.6 per cent reduction in serious injury and illnesses. This is a great result.

As such, SafeWork NSW has now set higher state targets to achieve even greater reductions for fatalities and serious injuries. By 2022, the new NSW targets aim to achieve a 30 per cent decline in work related fatalities and a 50 per cent decline for serious injuries and illnesses.

Importantly, our stakeholders also agree the WHS Roadmap for NSW is on track and the identified harms remain the right areas for focus and attention. Equally, the NSW Government supports the approach of harm prevention through targeted risk initiatives, including mentally healthy workplaces.

In the last financial year, the Government made a $2.5 million investment in additional specialist construction infrastructure project inspectors, as well commencing a safety crackdown in the construction industry in response to a significant increase in government led infrastructure activity. To this end, SafeWork inspectors conducting a construction blitz have visited more than 460 construction sites across NSW focusing on workers at high risk of injuries related to falls.

This is just one example of the many initiatives that will achieve the Roadmap for NSW 2022 and will continue to build on NSW's steady and sustained decline in fatality and serious injury rates.

Hon. Matt Kean MP,
Minister for Innovation
and Better Regulation
Member for Hornsby

DEPUTY SECRETARY'S MESSAGE

In the Better Regulation Division, as the name suggests, we aim to get better at everything we do. SafeWork NSW, along with a number of other regulators in BRD, work together to weave a coherent tapestry of activities that put prevention, compliance and enforcement strategies into effect for all the legislation we cover.

The WHS Roadmap for NSW, along with the BRD Strategic Plan, provides a clear line of sight between our strategic objectives and the activities that will allow us to deliver our overall outcomes to protect against harm, reduce unnecessary compliance costs and secure safety standards. We have a busy program ahead with the delivery of important harm initiatives in high risk sectors such as the Agriculture, Construction and Manufacturing as well as strategies to address musculoskeletal disorders, hazardous chemicals and mental health in the workplace.

To ensure the WHS Roadmap for NSW remains on track towards its 2022 goal, we have consulted widely with our stakeholders to reach an agreed path towards our shared vision of healthy, safe and productive lives. With the recent refresh of the Roadmap, stakeholders remain highly supportive, with the consensus that the Roadmap is correctly focused on the right things to reduce injury and death in New South Wales. We have also been working on a number of practical tools and resources to help businesses, especially small businesses, make it easy to do work health and safety

The WHS Roadmap for NSW continues to chart the way forward not only for BRD and SafeWork NSW but for every employer and worker in New South Wales. This is a collaborative effort which has at its heart making compliance easy while protecting the community from harm through concentrating on important issues.

Rose Webb,
Deputy Secretary
for Better Regulation Division
Department of Finance,
Services and Innovation

A new Roadmap for work health and safety

PURPOSE OF THIS ROADMAP

This Roadmap will drive statewide activities for improvement in work health and safety in NSW. It is aimed not only at the regulator, but at peak bodies, associations, community leaders, and each employer and worker. The Roadmap has the Vision – 'Healthy, safe, and productive working lives' – and sets out targets to measure success. Three Action Areas will help us achieve these targets. The Roadmap was originally launched in August 2016 and following a review to determine its continued relevance, has been updated in 2018.

The purpose of the 2018 review was to put a fresh lens over the Roadmap to ensure the effectiveness of the structure and focus of the Roadmap with respect to achieving it's objectives. A comprehensive mid point evaluation of the Roadmap will also be undertaken as a pulse check on our progress and achievements.

Changes to the Roadmap include acknowledgment of NSW progress against national targets and the announcement of more ambitious targets. New data, where it is available and updates to activities have also been made to reflect developments since 2016.

OUR VISION FOR WORK HEALTH AND SAFETY

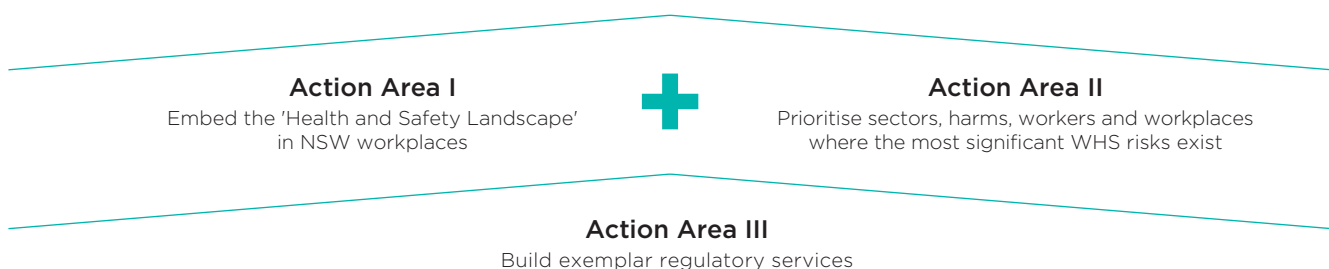# HEALTHY, SAFE AND PRODUCTIVE WORKING LIVES

OUR TARGETS

NSW has met and exceeded the targets of a 20% decline in worker fatalities and a 30% decline in both serious injuries, illnesses and musculoskeletal injury and illness. Accordingly, the Government has set more ambitious targets. By 2022 NSW aims to achieve the following results:

30% **Fatalities[1]**
A 30% decline* in **worker fatalities due to injury**

50% **Serious injuries and illnesses[1]**
A 50% decline* in the **incidence rate of claims[†]**

50% **Serious musculoskeletal injuries and illnesses[1]**
A 50% decline* in the **incidence rate of claims[†]**

While working in partnership...

- with the State Insurance Regulatory Authority to improve return to work practices

- with the co-regulators and others to deliver a significant improvement in the ease of doing business in NSW

- within the Department of Finance Services and Innovation to ensure 80% of relevant transactions will be conducted via digital channels by 2022[‡]

Action Area I
Embed the 'Health and Safety Landscape' in NSW workplaces

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Action Area II
Prioritise sectors, harms, workers and workplaces where the most significant WHS risks exist

Action Area III
Build exemplar regulatory services

Key Enabler
The sustained commitment to this Vision by peak bodies, associations, community leaders, employers and workers in NSW

*This decline is measured over ten years from 2012 to 2022.
[†]Serious injury and illness claims include all accepted claims with one week or more time lost due to injury/disease excluding fatalities and journey claims.
[‡]Focus on digital forms and payments, digital workplace systems, online advisory and mobile field services and digital evaluation.

Good progress to date...

MEETING NATIONAL TARGETS
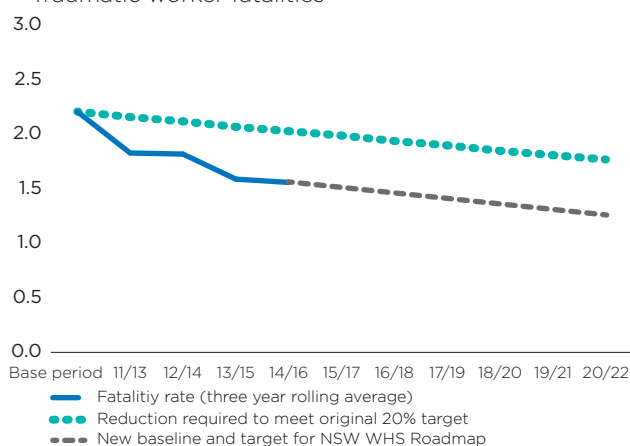
2012-22 TARGETS – ON TRACK ✓

NSW has made good progress in improving work health and safety outcomes. NSW has met and exceeded the targets under the national Australian Work Health and Safety Strategy 2012-2022.

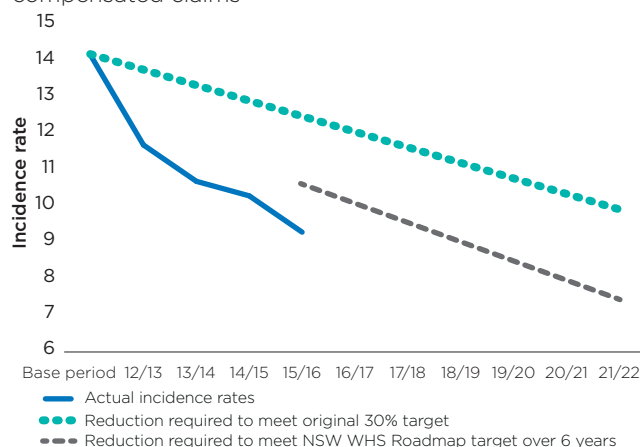### FEWER PEOPLE FATALLY AND SERIOUSLY INJURED

In NSW, long term trends between 2005 and 2014 show fatality incidence rates declined by 49% and serious injuries, illnesses and musculoskeletal injuries and illnesses incidence rates declined by 39%. It has been agreed to measure progress against targets using set baseline periods and report fatalities using a rolling three year average to adjust for the fluctuating nature of fatalities.

The following graphs show NSW progress against the national targets since 2012 and the predicted decline required to meet NSW's new targets. Continued hard work and commitment by everyone involved will be required to meet these ambitious targets.
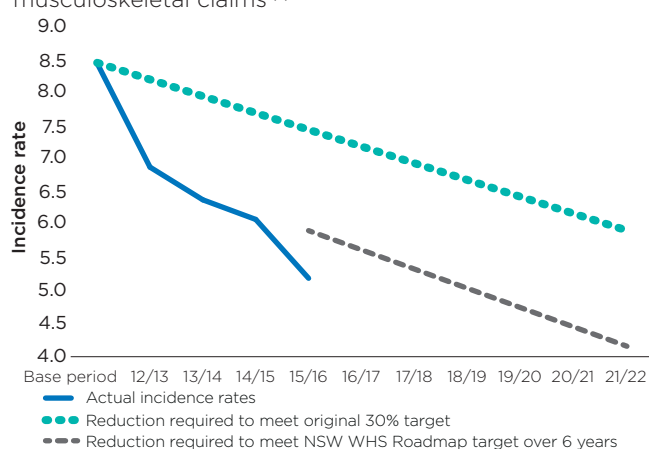
Fatality rate per 100,000 employed persons – Traumatic worker fatalities [2]

Legend:
— Fatalitiy rate (three year rolling average)
••• Reduction required to meet original 20% target
--- New baseline and target for NSW WHS Roadmap

Incidence rate per 1,000 employees of serious compensated claims [2]

Legend:
— Actual incidence rates
••• Reduction required to meet original 30% target
--- Reduction required to meet NSW WHS Roadmap target over 6 years

Incidence rate per 1,000 employees of serious musculoskeletal claims [2]

Legend:
— Actual incidence rates
••• Reduction required to meet original 30% target
--- Reduction required to meet NSW WHS Roadmap target over 6 years

Over the last ten years the number of workplace fatalities and serious injuries and illnesses have reduced in NSW workplaces.

These great results are due to many factors:

- The hard work and commitment from everyone involved including peak bodies, associations, community leaders, as well as employers and workers in NSW.

- A continued change in community attitudes regarding work health and safety.

- The development of best practice understandings and methods in work health and safety.

- Continued technology development including automation and safer designs for equipment and structures.

- Delivery of initiatives aligned to the previous 2002/12 National OHS Strategy, the Australian WHS Strategy 2012-2022 and the Roadmap.

It is important to note that structural changes to industry also have an impact on work health and safety outcomes.

UNDERPINNING REGULATORY IMPROVEMENTS

These results are underpinned by changed regulatory approaches including:

- adopting new enforcement approaches including enforceable undertakings as an alternative to prosecution where a business enters into a legal agreement with SafeWork NSW to undertake specific initiatives that will benefit their workplace, industry and the community. Since the commencement of the program there have been a total of 35 enforceable undertakings agreed, resulting in NSW businesses committing $12.5 million to work health and safety improvements.[3]

- establishing national harmonised legislation in 2012, making it easier for business to operate across borders.

- focussing on high risk sectors and harms.

- a greater focus on regional community engagement. This has included significant investment in implementing action plans for the highest risk sectors, quad bike research and risk reduction programs, delivering Asbestos Statewide Plan initiatives, Healthy Worker Initiatives, occupational disease and return to work strategies, rolling out regional initiatives in partnership with stakeholders and using online tools and clips to reach more people across NSW.

- greater investment in evaluating the effectiveness of initiatives resulting in ongoing improvements to approaches.

- continual improvement in enforcement and prosecution practices to ensure transparent and timely action.

- undertaken a statutory review of the NSW WHS Act 2011 resulting in improved compliance and regulation activities.

The current state...

Despite this progress, more needs to be done in NSW, as the following statistics demonstrate.

THE IMPACT OF WORKPLACE HARMS IS STILL TOO HIGH

The human and business cost of workplace harms is still too high in NSW:

62

worker fatalities
in NSW in 2017[4]

32,998

serious claims* in NSW during 2016/17[5]

* Serious injury and illness claims include all accepted claims with
one week or more time lost from work due to injury/disease
excluding fatalities and journey claims

ECONOMIC COST OF WORK RELATED INJURY AND ILLNESS IN NSW IN 2012/13

$17.3billion[6] **or** **3.7%** **OF GROSS STATE PRODUCT**[7]

A SMALL NUMBER OF BUSINESSES ARE HAVING A HIGH IMPACT

Improvements from a relatively small number of businesses would have a big effect on state outcomes:

1,000

EMPLOYERS
CONTRIBUTE
TO 60% OF
CLAIMS[8]

60%
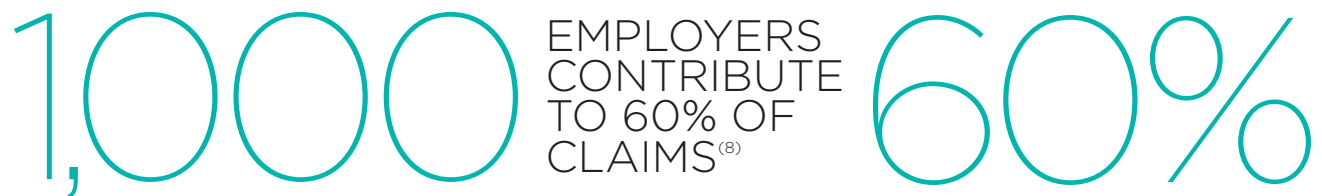
GOVERNMENT STILL NEEDS TO MAKE IT EASIER TO COMPLY WITH MULTIPLE REGULATIONS

68

THERE ARE 68 PIECES OF REGULATION THAT
AFFECT BUSINESSES AND CONSUMERS IN NSW.[9]

with more to be done in NSW

THERE ARE STILL TOO MANY 'HOT SPOTS'

Consultation with key stakeholders as part of the review of the Roadmap confirmed that the Roadmap priority industries or sectors, high risk harms (for example quad bikes and exposure to hazardous chemicals), at risk workers and workplaces remain the key focus for improvement.

Analysis of the most recent workers compensation claims data shows that manual handling is the most common cause of workplace injury.

Workplace illness or occupational diseases make up 24 per cent of all major claims and mental diseases and occupational deafness account for 52 per cent of these claims.

With a strong NSW economy and continued investment in infrastructure, housing and regional development over the next four years there is potential for high levels of activity in the Roadmap sectors[10].

THE NATURE OF WORK HAS CHANGED

Many workplaces have five generations working side by side with 21 per cent of NSW workers speaking a language other than English at home[11]. 23 per cent of workers are casually employed with higher levels for those under 30[12]. One in three people undertake some form of volunteering and the workforce is increasingly more mobile[13]. Impacts from technology and the emergence of the collaborative economy mean that the work environment presents new and different challenges[14].

ISSUES AFFECTING BUSINESSES AND WORKERS

We need ways to deal with issues like:
- the drivers of poor mental health at work including workplace bullying, work pressure, exposure to traumatic events and violence[15]
- globalisation of supply chains including more overseas plant, substances and equipment in NSW workplaces[16]
- clarifying legislative requirements and what compliance looks like[20]
- the quality and accessibility of work health and safety training[20]
- challenges for rural and regional areas – like skills shortages, isolation and travel times[20].
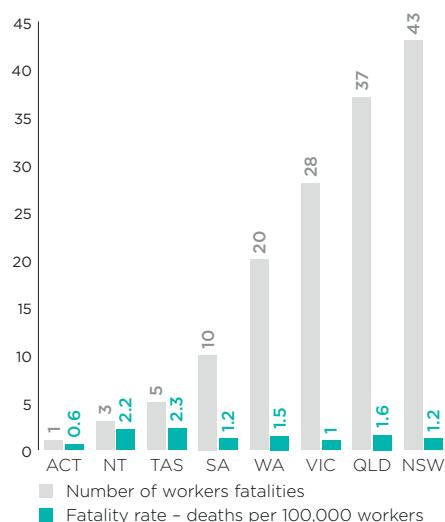- the shared or gig economy such as Uber and Airtasker.

THE ROLE OF THE CENTRE FOR WORK HEALTH AND SAFETY

In December 2017 a new world class research centre, the Centre for Work Health and Safety was launched. The Centre helps reduce deaths and serious injuries in NSW work places. The Centre utilises research and data to inform innovative harm prevention strategies. The Centre also monitors emerging WHS issues and enables SafeWork NSW respond to these issues appropriately.

The Centre has published it's first research blueprint that sets out the scope of it's research over the next four years.
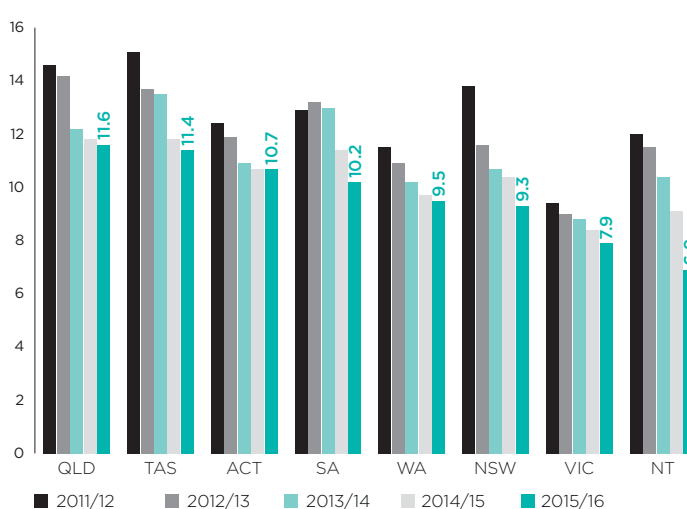
HOW WE COMPARE TO OTHER AUSTRALIAN JURISDICTIONS

Number and incidence rate of worker fatalities by jurisdiction 5-year average, 2011 to 2016[19]

Number of workers fatalities
Fatality rate – deaths per 100,000 workers

Incidence rate of serious injury and disease claims by jurisdiction[19]

2011/12   2012/13   2013/14   2014/15   2015/16

Compared to other Australia jurisdictions, NSW had the highest number of fatalities based on a five year average from 2011 to 2016 however over the same period NSW had the 3rd lowest fatality rate behind the ACT and Victoria.
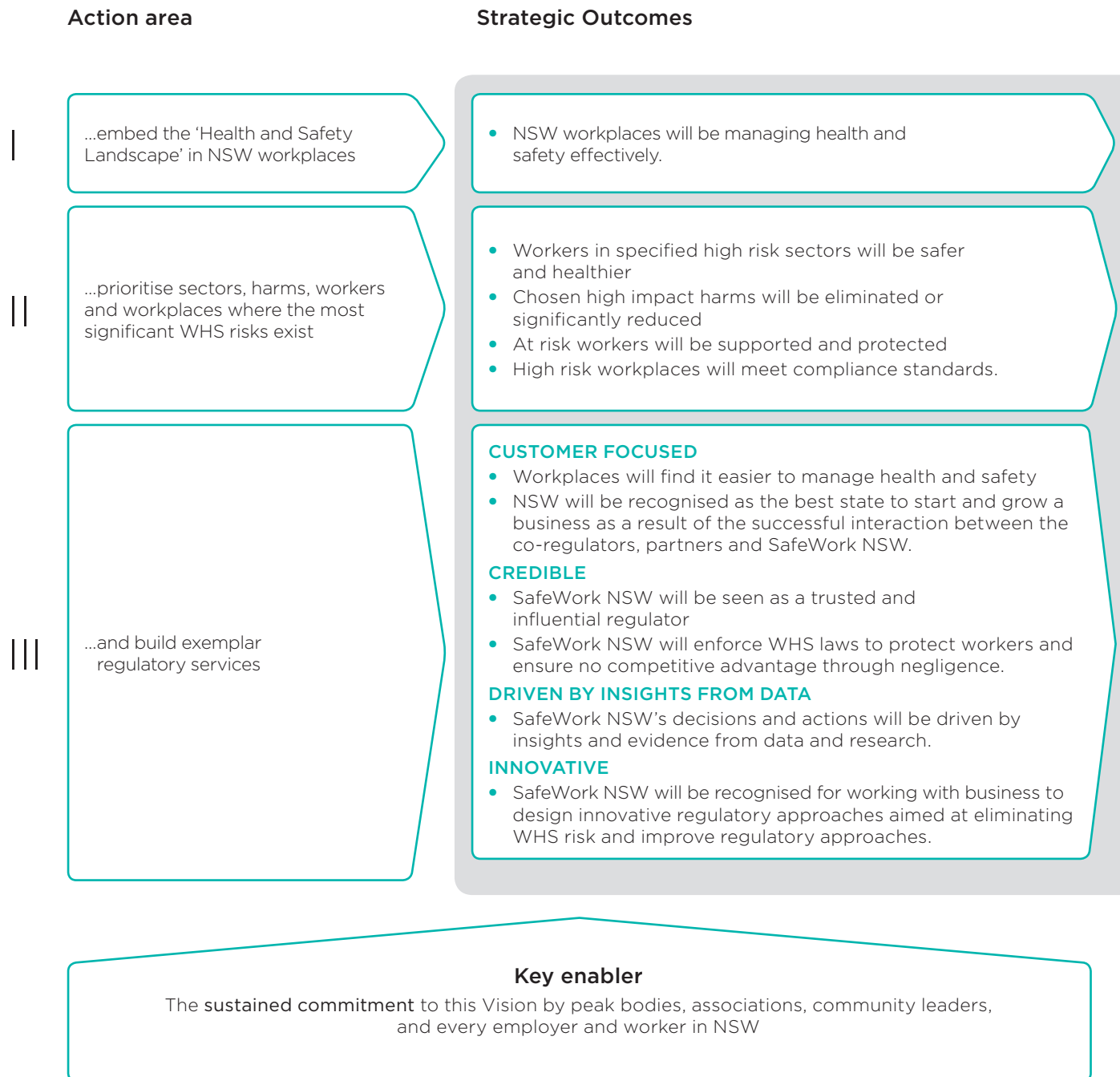
Compared to other Australian jurisdictions in 2015/16 NSW had the 3rd lowest incidence rate and had the 2nd largest reduction behind the Northern Territory since 2011/12.

Over time there has been a downward trend in number of both workplace fatalities and serious claims in NSW.
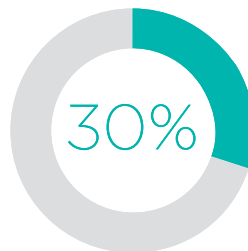
Strategy

The Roadmap's Strategy is set out below. The Strategy has three Action Areas. Each of these Action Areas is focused on delivering a set of Strategic Outcomes. Together these Strategic Outcomes will deliver the Vision.
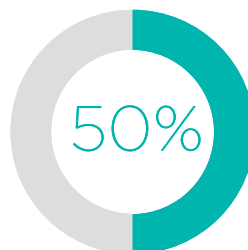
Action area	Strategic Outcomes

I — ...embed the 'Health and Safety Landscape' in NSW workplaces

- NSW workplaces will be managing health and safety effectively.

II — ...prioritise sectors, harms, workers and workplaces where the most significant WHS risks exist

- Workers in specified high risk sectors will be safer and healthier
- Chosen high impact harms will be eliminated or significantly reduced
- At risk workers will be supported and protected
- High risk workplaces will meet compliance standards.

III — ...and build exemplar regulatory services

CUSTOMER FOCUSED
- Workplaces will find it easier to manage health and safety
- NSW will be recognised as the best state to start and grow a business as a result of the successful interaction between the co-regulators, partners and SafeWork NSW.

CREDIBLE
- SafeWork NSW will be seen as a trusted and influential regulator
- SafeWork NSW will enforce WHS laws to protect workers and ensure no competitive advantage through negligence.

DRIVEN BY INSIGHTS FROM DATA
- SafeWork NSW's decisions and actions will be driven by insights and evidence from data and research.

INNOVATIVE
- SafeWork NSW will be recognised for working with business to design innovative regulatory approaches aimed at eliminating WHS risk and improve regulatory approaches.

Key enabler

The **sustained commitment** to this Vision by peak bodies, associations, community leaders, and every employer and worker in NSW

Vision

Targets by 2022

Healthy, safe and productive working lives

30%

Fatalities[1]
A 30% decline* in **worker fatalities due to injury**

50%

Serious injuries and illnesses[1]
A 50% decline* in the **incidence rate of claims**†

50%

Serious musculoskeletal injuries and illnesses[1]
A 50% decline* in the **incidence rate of claims**†

* This decline is measured over ten years from 2012 to 2022.
† Resulting in one or more weeks off work.

- Better data sharing between icare, the State Insurance Regulatory Authority (SIRA) and SafeWork NSW regarding incidents, claims and return to work outcomes. Working with SIRA to improve return to work practices.
- Working with the co-regulators and others to deliver a significant improvement in the ease of doing business in NSW.
- Working within the Department of Finance Services and Innovation to ensure 80% of relevant transactions will be conducted via digital channels by 2022.

Action Area I – Embed the 'Health and Safety Landscape' in NSW workplaces
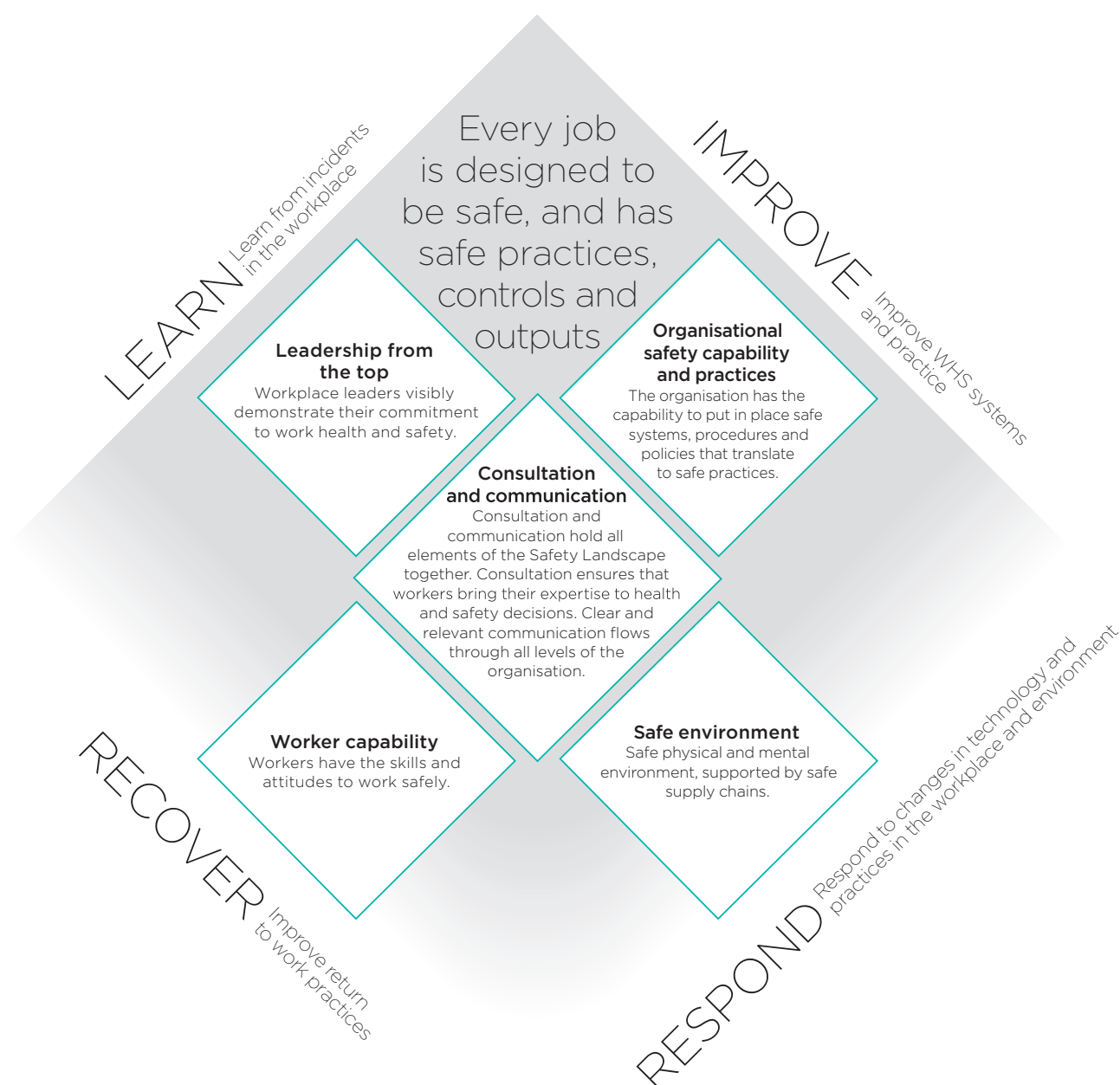
Action Area I	Strategic outcomes
Embed the 'Health and Safety Landscape' in NSW workplaces	• NSW workplaces will be managing health and safety effectively.

A 'Health and Safety Landscape' consists of a number of key elements, all of which are critical to achieve excellence in work health and safety practice.

LEARN — Learn from incidents in the workplace

IMPROVE — Improve WHS systems and practice

RECOVER — Improve return to work practices

RESPOND — Respond to changes in technology and practices in the workplace and environment

Every job is designed to be safe, and has safe practices, controls and outputs

Leadership from the top
Workplace leaders visibly demonstrate their commitment to work health and safety.

Organisational safety capability and practices
The organisation has the capability to put in place safe systems, procedures and policies that translate to safe practices.

Consultation and communication
Consultation and communication hold all elements of the Safety Landscape together. Consultation ensures that workers bring their expertise to health and safety decisions. Clear and relevant communication flows through all levels of the organisation.

Worker capability
Workers have the skills and attitudes to work safely.

Safe environment
Safe physical and mental environment, supported by safe supply chains.

ACTIVITIES

Over the next four years to 2022, SafeWork NSW will:

ACTIVITY	DESCRIPTION
Engage widely to develop initiatives which help workplaces of all sizes and types to embed the Landscape	• Undertake productive engagement and collaboration with peak bodies, associations, and community leaders, so that they support their members to embed the Landscape. • Launch communications and advertising campaigns to increase the awareness of the Landscape in the general community, and amongst employers and workers. • Develop tailored products and services for specific industries and different sized businesses to explain the Landscape and help them embed it into their workplaces.
Support workplaces to put in place each element of the 'Health and Safety Landscape'	Engage with relevant stakeholders, including workplace leaders, peak bodies, associations, training providers, employers and workers to encourage and support: • Health and safety leadership at the top of organisations. • Effective health and safety capabilities within organisations. • The adoption of meaningful communication and consultation practices in workplaces. • The establishment of transparent supply chains, so that workplaces are healthier and safer. Initiatives to include: — Engaging with designers, manufacturers, importers and suppliers to improve the exchange of safety information within NSW supply chains — Influencing workplaces to improve purchasing practices and to install new plant and equipment safely, identifying any dangers throughout the lifecycle, including maintenance and disposal — Ensuring organisations 'up-stream' in the supply chain are designing and supplying safe products, substances and processes for 'downstream' users — Engaging across NSW Government so that departments model and drive sound health and safety practices throughout their supply chains. • Engaging with key parties to develop clear guidance on what a *competent person* looks like, while ensuring the appropriate regulatory approach is used for those who do not comply. • A consistently high standard of widely accessible work health and safety education so that workers have the knowledge, skills and attitudes to work safely.
Improve return to work practices	• Led by the SIRA, develop programs to monitor and improve return to work practices.
Embed the Landscape within SafeWork NSW	• SafeWork NSW will model best practice by embedding the Landscape into its own organisation.

Action Area II –
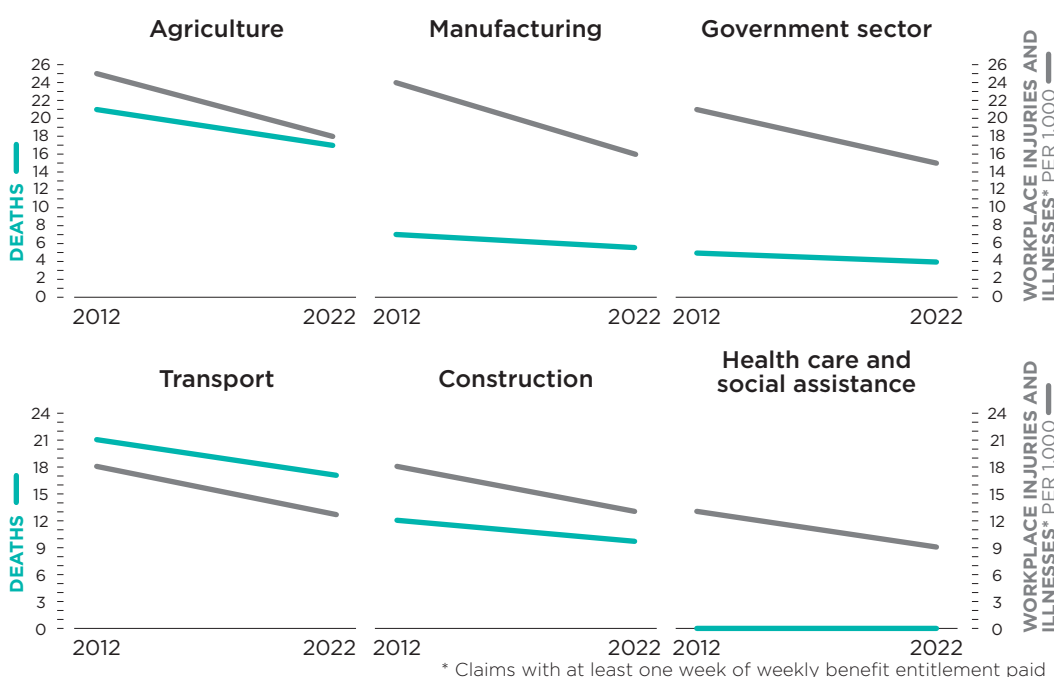# Focus on key priority areas…

Action Area II
Prioritise sectors, harms,workers and workplaces where the most significant WHS risks exist

Strategic outcomes

Workers in specified high risk sectors will be significantly safer and healthier

Key indicators

The 2011/12 number of fatalities and rates of workplace injuries and illnesses were set as a baseline for the commencement of the Roadmap. These figures will be significantly reduced by 2022 in line with the new NSW targets[18]:

Agriculture | Manufacturing | Government sector

Transport | Construction | Health care and social assistance

* Claims with at least one week of weekly benefit entitlement paid

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Chosen high impact harms will be eliminated or significantly reduced

By 2022 no-one should be seriously injured or fatally injured in NSW due to the following high risks:

	2022
Falls from heights*	
Quad bikes and forklifts	
'Working live' electric shocks/electrocutions	
Traumatic injury from poorly guarded machinery	

TOWARDS ZERO

By 2022 the incidence rate of serious injuries and illnesses will have fallen by 50%, with a focus on:
- serious mental conditions, with more than 90,000 NSW businesses taking effective action to create mentally healthy workplaces.
- reducing exposure to the priority hazardous chemicals and materials by 30%.

By 2022 the overall incidence rate of serious musculoskeletal injuries and illnesses** will have fallen by 50%.

*Specific categories of falls from heights will be targeted over the course of the six years of this Roadmap.
**Claims resulting in one or more weeks off work

Strategic outcomes	Key indicators
At risk workers will be supported and protected	At risk groups include: • workers from culturally and linguistically diverse backgrounds • migrant workers • young workers • workers engaged through labour hire firm then on hired to a host organisation. Implement evidence informed initiatives designed for at risk groups to bring about substantial improvements in WHS.
High risk workplaces will meet compliance standards	Compliance standards will be met in all targeted workplaces where: • indicators of compliance are poor or • the nature of the work entails very high risks.

ACTIVITIES

Action Area II provides extra focus on areas that need it most, while Action Area I is rolling out the Landscape more broadly.

Over the next four years to 2022, SafeWork NSW will:

ACTIVITY	DESCRIPTION
High risk sectors	Engage with relevant peak bodies and associations to develop and implement sector plans for chosen high risk sectors. These plans will be designed to reduce fatalities and serious injuries.
NSW Government	Work with all NSW Government departments to support them as they deliver work health and safety initiatives.

High impact harms	Engage with peak bodies, associations, community leaders, employers and workers, spanning all sectors, to develop and implement plans to:
	• address fatalities and injuries from:
	  — falls from heights
	  — quad bikes and forklifts
	  — 'working live' electric shocks/electrocutions
	  — traumatic injury from poorly guarded machinery
	• reduce the incidence and severity of musculoskeletal injuries
	• reduce the impacts and causes of mental ill health with a focus on promoting mentally healthy workplaces that address workplace bullying, workplace violence, and stress in alignment with the NSW Mentally Healthy Workplaces Strategy 2018-2022
	• implementation of the hazardous chemicals and materials exposures baseline and reduction strategy where the level and impact of workplace exposures to hazardous chemicals will be identified and reduced
	• SafeWork NSW will assist in the development of the second State-wide Asbestos Plan and will undertake key prevention programs and awareness activities for workers, asbestos and demolition licence holders and the general community.

At risk workers	Engage with peak bodies, associations, community leaders, employers and workers, spanning all sectors, to develop plans to reduce fatalities and serious injuries for at risk workers.
High risk workplaces	Work with high risk workplaces to ensure compliance standards are met.

The Centre for Work Health and Safety monitors emerging WHS issues and if evidence shows that issues outside of these priorities areas require targeted action, SafeWork NSW can and will respond to those issues.

Action Area III – Exemplar regulator...

This Action Area outlines how SafeWork NSW will change its frameworks and approaches to support the achievement of Action Areas I and II.

Action Area III
Build exemplar regulatory services

Strategic outcomes	Key indicators
CUSTOMER FOCUSED • Workplaces will find it easier to manage health and safety. • NSW will be recognised as the best state to start and grow a business as a result of the successful interaction between SafeWork NSW and other regulators.	• Increase in the ease of doing business in NSW as a result of the successful interaction between SafeWork NSW and other regulators. • 70% of transactions will be conducted via digital channels by 2019 and 80% by 2022. Focus on digital forms and payments, digital workflow systems, online advisory services, mobile field services and digital evaluation. • Improved customer experience across all channels, targeting an increase in Customer Satisfaction from the current 88% to 95%.
CREDIBLE • SafeWork NSW will be seen as a trusted and influential regulator. • SafeWork NSW will enforce WHS laws to protect workers to ensure no competitive advantage through negligence	• Peak bodies, employer and employee associations, community leaders, and businesses trust SafeWork NSW and are actively engaging and collaborating with SafeWork NSW. • SafeWork NSW is recognised as fair and consistent. • Government departments take into account the work health and safety implications of any policy change. • Provide advice and support and rigorous enforcement when necessary.
DRIVEN BY INSIGHTS FROM DATA • SafeWork NSW's decisions and actions will be driven by insights and evidence from data.	• Increased investment into targeted work health and safety research and analytics. • Improved translation of research, data and evaluation into regulator decisions and community practice. • Increased promotion and active release of work health and safety research and data, in real time through digital channels, under Open Data principles. • Partnerships established with other research and data organisations that leverage capabilities.
INNOVATIVE • SafeWork NSW will be recognised for working with business to design innovative regulatory approaches aimed at eliminating WHS risk and improve regulatory approaches.	• New approaches are developed in collaboration with peak bodies, associations, community leaders, employers, and workers. • New approaches to problems are tried quickly on a 'fail fast' basis. • SafeWork NSW fosters health and safety innovation in workplaces through supportive regulatory approaches.

ACTIVITIES

Over the next four years to 2022 SafeWork NSW will undertake initiatives in the following areas:

CUSTOMER FOCUS

- Uphold the ease of customer experience as a key design principle for all initiatives.

- Work with key parties to ensure the provision of quality and accessible work health and safety training that supports improved worker capability.

- Aligned to the IPART Framework, assess work health licences to ensure licences are appropriate, well designed, administered effectively and the best regulatory response.[24]

- Ensure a continued focus on making it easier to do business and stay in business in NSW.

- Ensure the Better Regulation Division reviews of the WHS Act supports effective health and safety approaches in NSW workplaces.

- Advocate for policy positions that enable better health and safety outcomes in NSW workplaces.

- Ensure that SafeWork NSW products and services provide clarity on what compliance looks like.

CREDIBILITY

- Clarify and promote SafeWork NSW's regulatory, advisory and enforcement approach to ensure expectations are understood.

- Develop authentic and productive engagement approaches with the NSW community.

- Continue to build credibility within NSW Government to ensure work health and safety consequences of policy decisions are front of mind.

DATA AND INSIGHTS

- Substantially improve the comprehensiveness, timeliness, and accuracy of data collated by SafeWork NSW.

- NSW Centre for Work Health and Safety implements initiatives with a particular emphasis on collaborative research, analytics and promotion.

- The Centre for Work Health and Safety continues to identify and monitor emerging issues. Research into emerging issues enables evidence based decisions and actions.

- Support Open Data principles by publishing a wide range of data.

- Increase the real-time accessibility of a wide range of data through the use of digital media.

- Engage with other data and analytic centres to leverage capabilities.

- Improve data sharing between icare, SIRA and SafeWork NSW regarding incidents, claims and return to work outcomes.

- Establish mechanisms to share and benchmark work health and safety data with other national and international work health and safety regulators.

- Build sector and harm data profiles to enable the design and delivery of evidence informed programs.

- Undertake targeted evaluation studies that provide insight on the merit and worth of work health and safety programs and supports evidence informed decision making.
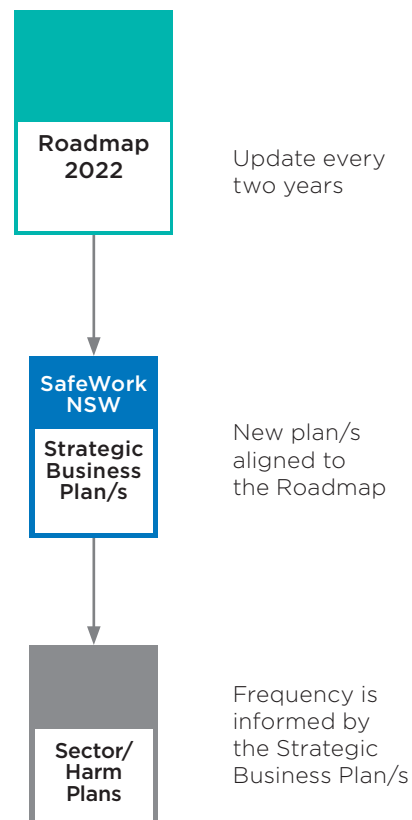
INNOVATION

- Adopt a 'human centred design' philosophy (or similar) in the development of key initiatives. Elements of such a philosophy to include:
  — deep understanding of relevant stakeholder experiences and needs
  — strong engagement with relevant peak bodies, associations, and community leaders
  — a prototyping process to allow for 'failing fast' and rapid iteration of ideas.

- Adopt an approach that encourages workplace innovation in health and safety.

Implementation and review

This Roadmap spans 2016-2022 but it will be refreshed and released every two years to ensure it stays relevant.

SafeWork NSW will develop new strategic business plans aligned to the Roadmap and will outline the activities that will be undertaken during set periods of time. Detailing those initiatives will enable us to clearly monitor and report on our progress.

Sector plans with actions to address particular hot spots have been or are being be developed in consultation with stakeholders.

Roadmap 2022	Update every two years
SafeWork NSW **Strategic Business Plan/s**	New plan/s aligned to the Roadmap
Sector/ Harm Plans	Frequency is informed by the Strategic Business Plan/s

Sources

1. These reductions will be measured against baselines as follows. For fatalities the baseline is the average of the four calendar years 2007 to 2010. For serious injuries and illnesses and serious musculoskeletal injuries and illnesses the baseline is the average of the relevant incidence rate for the three financial years 2009/10 to 2011/12.

2. Data and analysis provided by SIRA January 2018.

3. Source internal SafeWork NSW data.

4. Preliminary Traumatic Injury Fatalities, data provided by Safe Work Australia, May 2017.

5. Serious Claims 2016/17 from the National Data Set provided by SafeWork Australia, July 2018.

6. Safe Work Australia *The cost of work-related injury and illness for Australian Employers, workers and the community 2012/13*, p41, Published October 2015.

7. Gross State Product estimate of $471bn in 2012/13 sourced from *ABS Australian National Accounts – State Accounts 2012–13*, p11.

8. 1,000 under performing employers (compared to WorkCover scheme average) account for about 60% of claims (source internal iCare figures, 2016).

9. Source: NSW Commerce Regulation Program.

10. SIRA Workers Compensation Claims Statistical Bulletin 2016/17.

11. *NSW Intergenerational Report, 2016*, NSW Treasury p54.

12. 2011 Australian Census Data shows that 680,000 people working in NSW (or 22%) speak a language other than English at home.

13. Kryger, A (20/1/2015), *Casual employment in Australia: a quick guide*, Parliamentary Library, Research Paper Series, 2014-15.

14. *Key facts and statistics about volunteering in Australia* 16 April 2015 – Volunteering Australia

15. Park, Young Ah; Fritz, Charlotte; Jitz,Steve M October 2011 *Relationships between work-home segmentation and psychological detachment from work: The role of communication technology use at home.* American Psychological Association.

16. Average of three years: 2011/12 to 2013/14 for accepted mental disease claims. Source: *NSW Workers' Compensation Claims Data*.

17. Stakeholder discussion workshops held by SafeWork NSW in between October 2015 and April 2016.

18. ARDT Roadmap Review Stakeholder Consultation Report, June 2018.

19. Safe Work Australia, October 2017. Comparative Performance Monitoring Report, 19th Edition

20. Starting points for fatality numbers and injuries and illnesses incidence rates are from the year 2011/12. Sources are as follows: for injury and illness data – NSW Workers' Compensation Claims Data, accessed May 2016; for fatalities data – Safe Work Australia, Traumatic Injury Fatalities dataset. Fatalities are reduced by 30% to get the end figure in 2022. Injuries and illnesses are reduced by 50% to get the end figure in 2022.

21. *Reforming Licensing in NSW – Review of licence rational and design – Regulation Review – Final Report Sept 2014* – IPART.

Workers in specified high-risk sectors will be significantly safer and healthier