

AT RISK WORKERS' STRATEGY 2018-2022

YOUNG WORKERS PLAN 2018-19

INTRODUCTION

- On average, approximately 17 percent of NSW workers are defined as young (aged up to 25 years old).
- In 2017, there were 6¹ young worker fatalities in NSW and in 2015-16 there were 13,233 temporary and 3 permanent disability claims made by young workers².



WHAT WE KNOW

- The majority (43 percent) of young workers are employed in two industries: Retail Trade (22 percent) and Accommodation and Food Services (21 percent).
- 70 percent of young worker claims are from males.
- Young males have a higher incidence rate (37 claims per 1000 workers) compared to older workers (33 claims per 1000 workers).
- Manufacturing (16 percent), Construction (15 percent), Accommodation and Food Services (14 percent), and Retail (13 percent) had the highest percentages of claims (in total 58 percent) compared to all industries, indicating that these are the highest risk industries for young workers.
- Manufacturing had the highest incident rate (77 claims per 1000 workers) of any other industry for young workers.

WHO WE ARE WORKING WITH

As at November 2017, two forums have been held with leaders in the field of young workers from industry, education, training and developmental science. Through these forums, and face-to-face engagement and surveys with young people, we have found in that they face many work health and safety challenges and issues. These include: inadequate induction, supervision and training; limited understanding of rights and obligations around health and safety; no or limited experience at the workplace; high risk of mental health issues; not recognising bullying behaviours; and be reluctant to raise concerns about safety.

We will address these challenges on a prioritised basis between now and 2022.



¹ Source: Safe Work Australia's Traumatic Injury Fatalities data set, 2017.

² Source: State Insurance Regulatory Authority Workers Compensation Claims data set, 2015-16.

WHAT ARE THE ISSUES (RISK AREAS)

2018		2022				
AT RISK GROUP	HIGHEST RISK FACTOR	2ND FACTOR	3RD FACTOR	4TH FACTOR	5TH FACTOR	6TH FACTOR
YOUNG WORKERS	Inadequate supervision and training	Limited understanding of work health and safety rights and worker obligations	Inexperience in the job and/or at the individual workplace	High incidence of mental health issues	Being bullied or facing peer pressure	Reluctance to speak up and 'make waves' due to multiple factors

HOW WE ARE ADDRESSING THE ISSUES (2018-19)

This is the first year of a four year strategy that will be implemented in partnership with industry and key stakeholders. For 2018-19 we will establish foundational information, resources, support and research to better support young workers and those that employ them in NSW:



WHAT SUCCESS LOOKS LIKE BY 2022

1. Young workers and their employers have an increased knowledge of their work health and safety rights and obligations at work.
2. Employers have an increased understanding of the specific issues facing young workers and how to manage those risk factors in the workplace.
3. Young workers and their employers know where to access work health and safety information.
4. Industry, community and SafeWork have a better understanding of the changing work environment and the impact on young workers and their employers.

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This publication may contain information about the regulation and enforcement of work health and safety in NSW. It may include some of your obligations under some of the legislation that SafeWork NSW administers. To ensure you comply with your legal obligations you must refer to the appropriate legislation.

Information on the latest laws can be checked by visiting the NSW legislation website www.legislation.nsw.gov.au

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