

**Federal Safety
Commissioner
2019**

**WHS Accreditation
Scheme Data Report**



Australian Government
Attorney-General's Department
Office of the Federal Safety Commissioner

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I. SCHEME REQUIREMENTS

Auditing

The Office of the Federal Safety Commissioner (OFSC) acts to improve workplace health and safety (WHS) practices on building and construction sites across Australia. We do this through the administration of the Australian Government Work Health and Safety Accreditation Scheme (the Scheme) and by promoting safety across the industry. Once accredited under the Scheme, companies are subject to ongoing audits to assess compliance against their conditions of accreditation and the Scheme audit criteria. For detailed information on this please see the FSC Audit Criteria Guidelines.

Reporting

A condition of accreditation is that accredited companies comply with the reporting requirements of the Scheme. Accredited companies are required to provide information to the OFSC on their WHS performance. The OFSC requires information from accredited companies at different stages throughout the life of both Scheme and non-Scheme building contracts on which they are the head contractor.

Reporting on WHS performance enables the OFSC to assess the impact of the Scheme on industry safety, the ongoing suitability of companies to remain accredited under the Scheme, and to determine WHS trends and benchmarks. This in turn will allow the OFSC to provide relevant, useful best practice advice to aid in the improvement of WHS awareness and culture in the building and construction industry.

Annual Census

The OFSC conducts a voluntary, anonymous census on Scheme accredited companies every year. The most recent census had the highest response rate yet with two-thirds of accredited companies responding.

Key findings from the survey are represented throughout this report.

II. SCHEME OVERVIEW

The Scheme continued to grow in 2019, reaching almost 500 accredited companies across over 350 accreditations.

Accredited companies continue to be a significant part of the Australian building and construction industry, with almost \$50 billion Scheme projects active throughout 2019, part of a total of \$126 billion Scheme projects since the start of the Scheme.

There are 16 Scheme accredited Indigenous owned companies (50% or more ownership). This represents a steady increase in Indigenous company involvement in the Scheme since the first Indigenous owned company was accredited in 2014.

Small to medium construction companies, and regional construction companies are an important part of the Scheme. Three quarters of Scheme accredited companies are classified as small or medium in size, demonstrating that the size of a company is no barrier to entry for achieving best practice safety.

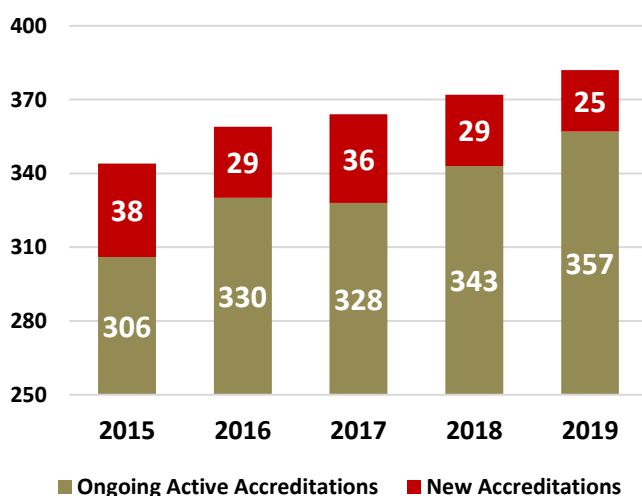
The 2019 Annual Census found...

- 96% of companies state the OFSC has improved industry safety.
- 81% of respondents state that the Scheme has improved their safety practices and their safety culture.
- 95% of respondents say FSC accreditation is value for money.

ACCREDITATIONS

In 2019 the Federal Safety Commissioner (FSC) approved **25** new accreditations. There has been an annual average of 31 new accreditations over the past 5 years. At the end of 2019 there were **382** active Scheme accreditations.

Number of Accreditations



	2015	2016	2017	2018	2019
Accreditations	344	359	364	372	382

The number of active Scheme accreditations at the end of each year combines new accreditations, reaccreditations, and subtracts those accreditations which have expired or been withdrawn or suspended.

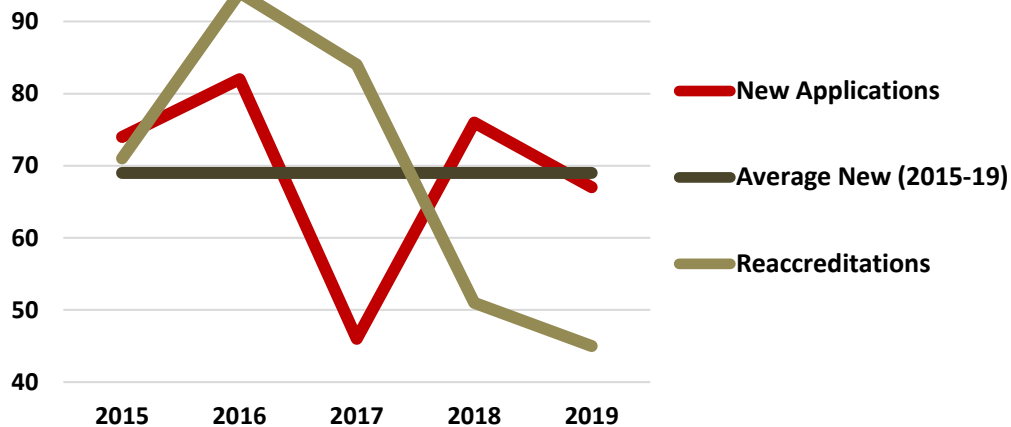
Joint accreditations account for **20%** of all accreditations. A joint accreditation represents two or more companies operating with the same Scheme accredited WHS Management System. As such, the **382** accreditations represent **515** Scheme accredited companies.

On-site audits and WHS reporting requirements apply to each accreditation. Therefore accreditation level data is referred to throughout this report.

APPLICATIONS FOR ACCREDITATION

The OFSC received **67** new applications for Scheme accreditation in 2019. Over the past 5 years, an annual average of **69** new applications were received. **45** reaccreditation applications were processed in 2019. Over the past 5 years, an annual average of **69** reaccreditations have been processed.

New Applications for Accreditation

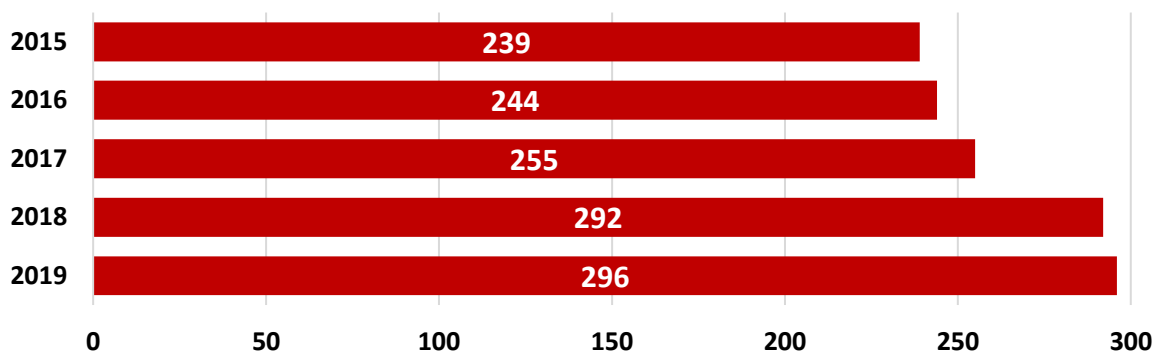


	2015	2016	2017	2018	2019
New Accreditation Applications	74	82	46	76	67
Reaccreditation Applications	71	94	84	51	45

ACTIVE SCHEME PROJECTS

In 2019, **141** new Scheme projects were awarded to accredited companies; with **296** active projects at the end of the year. An average of **148** Scheme projects are started each year. The 296 active Scheme projects in 2019 have a combined value of **\$49.51** billion.

Active Scheme Projects

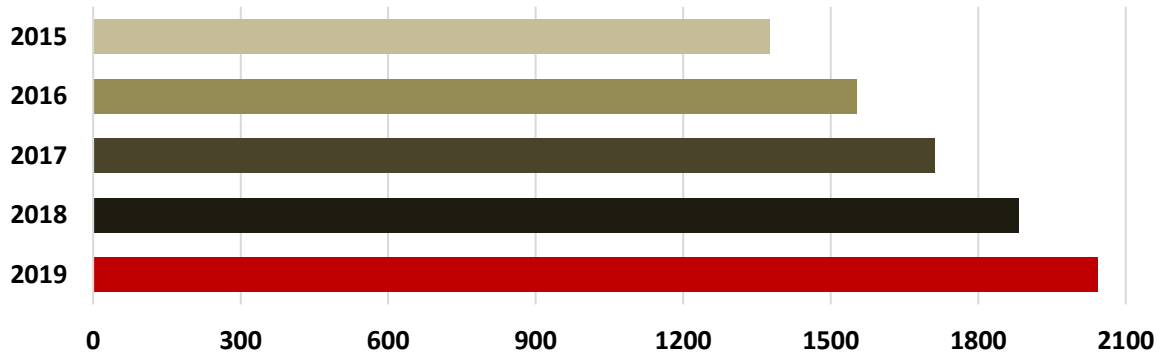


	2015	2016	2017	2018	2019
Active Scheme Projects	239	244	255	292	296

TOTAL SCHEME PROJECTS

Accredited companies have built **2,044** projects since the Scheme began in 2006, valued at over **\$133.4 billion**.

Total Scheme Projects



	2015	2016	2017	2018	2019
Total Scheme Projects	1,376	1,552	1,711	1,882	2,044
Value (Billions)	\$81.5	\$94.1	\$106.2	\$119.8	\$133.4

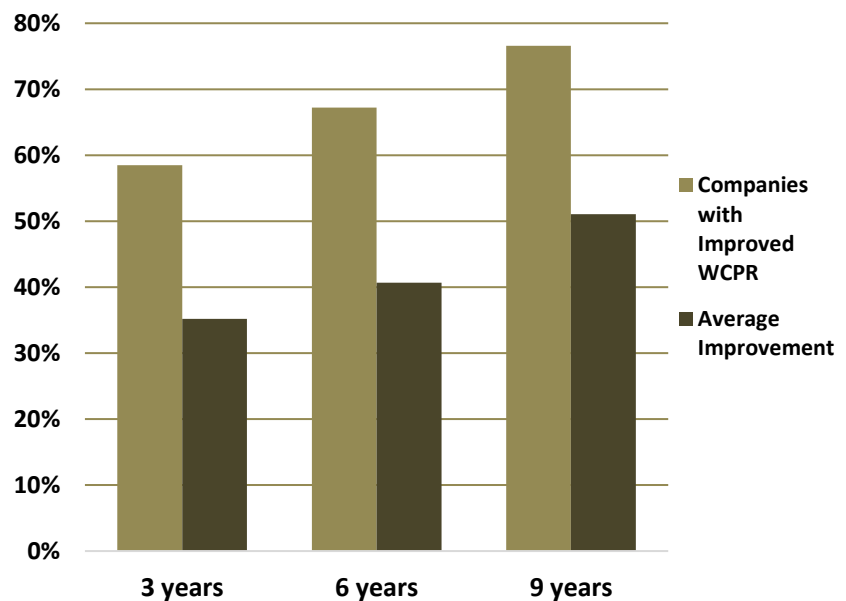
WORKERS' COMPENSATION PREMIUM RATES

Scheme accredited companies have lower workers' compensation premium rates (WCPR) over time.

After 3 years, **58%** of companies reduce their WCPR by an average of **35%**. After 6 years this has increased to **67%** of companies having reduced their WCPR by an average of **41%**.

This WCPR reduction increases again after 9 years of accreditation, with **77%** of companies reducing their WCPR by an average of **51%**.

Accredited Companies' WCPR Improvement Over Years Accredited



	Years Accredited under the Scheme		
	3 years	6 years	9 years
Accredited Companies with Improved WCPR	58%	67%	77%
Average Improvement to WCPR	35%	41%	51%

III. AUDITS AND COMPLIANCE

Scheme accredited companies undergo regular onsite safety audits as a requirement of accreditation. These audits are conducted by Federal Safety Officers (FSOs). Company audit performance informs the OFSC risk management approach, which guides the frequency and focus of future audits. Outside of the regular audit schedule, additional audits may be conducted following serious incidents.

In 2019, the OFSC conducted over 400 on-site audits. Almost 4,000 Corrective Action Reports (CARs) were issued, with almost a 50/50 split between Major and Minor CARs (see Glossary on page 14 for definition). The highest occurring issues related to mobile plant, emergency response planning, and hazard identification.

From 2015 to 2019, companies had an average of 2.6 audits to gain their first accreditation, which takes an average of nine months from application submission to FSC sign-off.

The 2019 Annual Census found...

The OFSC’s annual census of accredited companies in 2019 identified that 99% of respondents agreed FSOs had been professional, 98% agreed that they were knowledgeable and 91% agreed that FSOs were collaborative.

At the conclusion of each audit, companies are provided with an evaluation form seeking feedback on FSO performance. The response rate for this form is approximately 14%. The majority of companies agree the OFSC and FSOs are performing their roles appropriately, with an average performance score of 4.5 out of 5.

AUDITS & CORRECTIVE ACTION REPORTS

The OFSC conducted **428** on-site safety audits in 2019. During these audits, **4,112** CARs were issued; 49.3% were Major CARs (2,029), and 50.7% were Minor CARs (2,083).

	2015	2016	2017	2018	2019
Audits	417	435	428	438	428

Highest Issued CARs by Audit Head Criteria		CARs Issued	Percentage of all CARs issued
H16	Mobile Plant	659	16%
WH13	Emergency Preparedness and Response	484	12%
WH12	Hazard Identification Risk Assessment and Control (HIRAC)	382	9%
FP4	Management of Subcontractor WHS	358	9%
WH14	Health Surveillance and Exposure Monitoring	252	6%
H1	Working at Heights	236	6%
FP1	Working at Heights Senior Management Commitment	228	6%
FP2	Excavation Integration of Design Issues into the Risk Management Process	173	4%
H7	Excavation	172	4%
H12	Electrical	148	4%

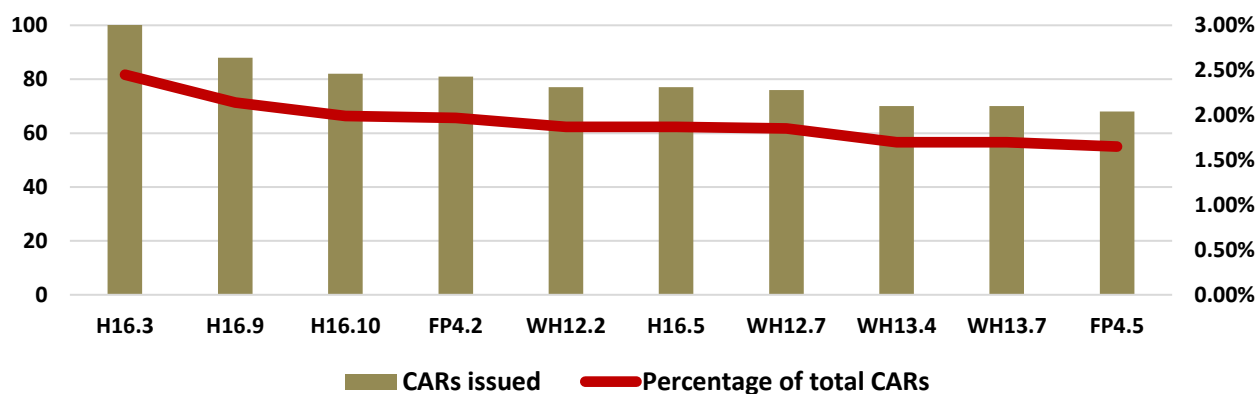
In 2019, **16%** of all CARs issued fell under the audit head criteria of mobile plant. Emergency preparedness and response was the second most issued head criteria at **12%**.

CAR Sub-criteria by Amount Issued

The most issued audit sub-criteria in 2019 were **H16.3** and **H16.9**, both in the mobile plant head criteria. See table below for more detail.

Highest Issued CARs by Audit Sub-Criteria		CARs Issued	Percentage of all CARs issued
H16.3	Safe systems of work are established for the operation of mobile plant taking into account the operator manual; outcomes from the plant risk assessment; site specific requirements; and the need for ROPS and FOPS.	101	2.45%
H16.9	The system ensures there is an inspection program that is specific to the needs of the type of mobile plant, taking into account regulatory inspections and registration; manufacturers' inspection requirements; pre-start inspections; and commissioning prior to use on-site.	88	2.14%
H16.10	The system ensures that there is a process for the ongoing maintenance of mobile plant.	82	1.99%
FP4.2	There is a documented process to ensure HIRAC is applied in subcontractor selection/procurement.	81	1.97%
WH12.2	There is a documented process to ensure the project HIRAC process is undertaken by personnel Trained in the use of the company's HIRAC methodology and tools.	77	1.87%
H16.5	Safe systems of work have been developed for the use of mobile cranes taking into account ground conditions; development of lift plans in accordance with relevant legislation, codes of practice and Australian standards; and lifting of materials and workers.	77	1.87%
WH12.7	There is a documented process to evaluate the effectiveness of company, project and task specific HIRAC processes.	76	1.85%
WH13.4	There is a documented process to ensure designated emergency personnel for the project: have been inducted in the site-specific emergency procedures/plans; and have obtained any qualification or formal training defined by the company as required to fulfil the role.	70	1.70%
WH13.7	There is a documented process to ensure a competent person identifies site emergency equipment and requirements.	70	1.70%
FP4.5	There is a documented process to ensure subcontractors participate in undertaking WHS inspections with the Principal Contractor.	68	1.65%

Ten audit subcriteria most issued with CARs 2019

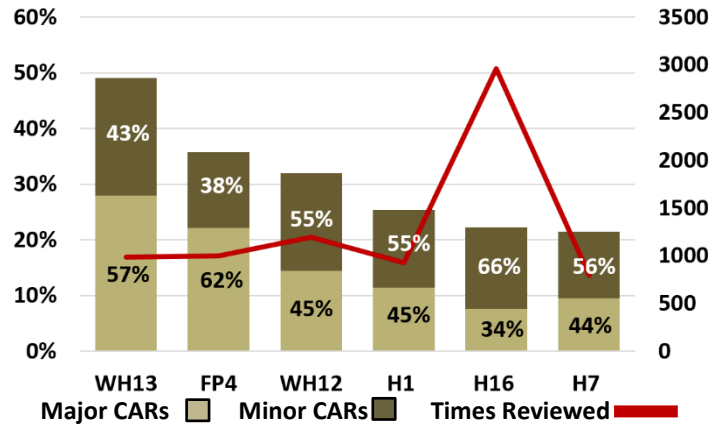


CORRECTIVE ACTION REPORTS FREQUENCY 2019

In 2019, **12,977** individual audit sub-criteria were reviewed by FSOs.

Of those audit sub-criteria, WH13 – Emergency Preparedness and Response was found non-compliant at the highest rate, with a CAR issued **49.1%** of the times it was reviewed.

CAR Issue Frequency vs Times Reviewed

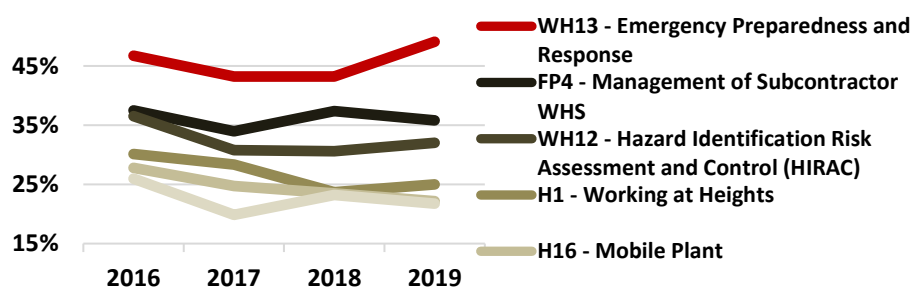


Audit Criteria	CARs Issued			Times Reviewed	% of Criteria reviewed	% CAR issued of Times Reviewed
	Major	Minor	Total			
WH13 - Emergency Preparedness and Response	276	208	484	986	7.60%	49.1%
FP4 - Management of Subcontractor WHS	222	136	358	1000	7.71%	35.8%
WH12 - Hazard Identification Risk Assessment and Control (HIRAC)	172	210	382	1193	9.19%	32.0%
H1 - Working at Heights	106	130	236	928	7.15%	25.4%
H16 - Mobile Plant	225	434	659	2964	22.84%	22.2%
H7 - Excavation	76	96	172	800	6.16%	21.5%

CORRECTIVE ACTION REPORTS FREQUENCY OVER TIME

Over the past 4 years, the 6 most reviewed audit criteria have remained the same, with the same CAR issue frequency order.

CAR Issue Frequency 2016-2019



Audit Criteria	2016	2017	2018	2019
WH13 - Emergency Preparedness and Response	47%	43%	43%	49%
FP4 - Management of Subcontractor WHS	37%	34%	37%	36%
WH12 - Hazard Identification Risk Assessment and Control (HIRAC)	37%	31%	31%	32%
H1 - Working at Heights	30%	28%	24%	25%
H16 - Mobile Plant	28%	25%	24%	22%
H7 - Excavation	26%	20%	23%	22%

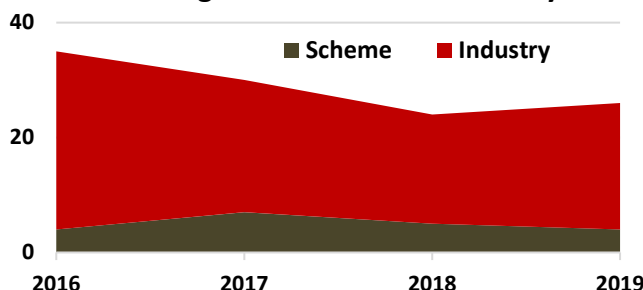
IV. INCIDENT REPORTING ANALYSIS

FATALITIES

In 2019, 4 fatal incidents were reported on Scheme accredited building sites.

Scheme accredited companies represent between 30-40% of annual construction industry turnover, yet accounted for an average of 15% of workplace fatalities from 2015-2019.

Scheme fatalities as a sub-section of the building and construction industry



	2015	2016	2017	2018	2019
Scheme Fatalities	2	4	7	5	4
Total Industry Fatalities	34	35	30	24	26

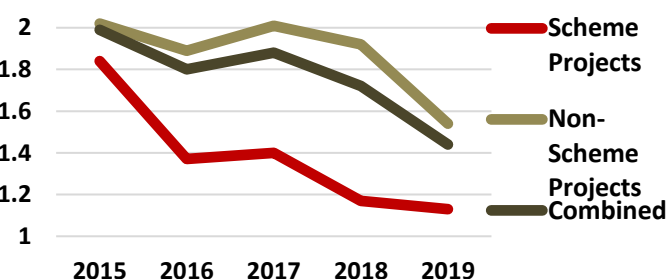
Industry fatality data is taken from Safe Work Australia’s (SWA) *Work-Related Traumatic Injury Fatalities* Report over multiple years. The report is available on the SWA website.

INJURY FREQUENCY RATES – LTIFR

The lost time injury frequency rate (LTIFR) for Scheme accredited companies in 2019 was **1.44**, continuing the downward trend over the past five years.

2019 LTIFR on Scheme projects fell slightly from 2018; 1.18 down to **1.16**. The non-Scheme project LTIFR dropped significantly, from 1.92 to **1.54**.

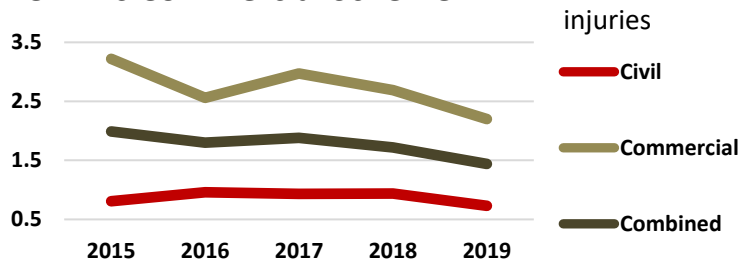
Scheme vs Non-Scheme LTIFR



	2015	2016	2017	2018	2019
Scheme Projects	1.84	1.37	1.40	1.18	1.16
Non-Scheme Projects	2.02	1.89	2.01	1.92	1.54
Combined	1.99	1.80	1.88	1.72	1.44

Over the past 5 years, lost time reported by Scheme accredited companies have consistently occurred on commercial construction projects at approximately three times the rate of civil construction projects.

Civil vs Commercial Scheme LTIFR



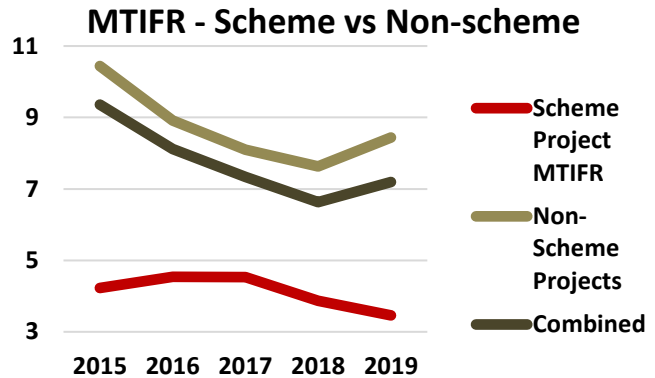
Civil vs Commercial Scheme LTIFR	2015	2016	2017	2018	2019
Civil Construction	0.81	0.96	0.93	0.94	0.73
Commercial Construction	3.22	2.56	2.97	2.69	2.20
Combined	1.99	1.80	1.88	1.72	1.44

INJURY FREQUENCY RATES – MTIFR

The medically treated injury frequency rate (MTIFR) for Scheme companies in 2019 was **7.18**. Scheme MTIFR has consistently fallen over the past 2 years.

MTIFR on non-Scheme projects rose from 2018 to 2019, but has dropped considerably over the past five years, from 10.44 to 8.42.

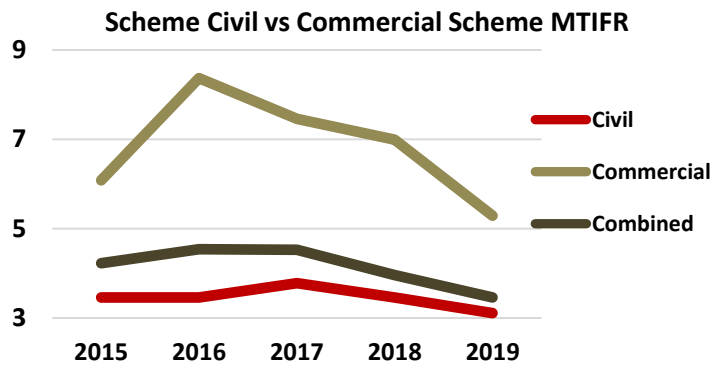
The significantly higher number of non-scheme hours causes the combined MTIFR to be similar to the non-scheme MTIFR.



	2015	2016	2017	2018	2019
Scheme Projects	4.23	4.54	4.53	3.96	3.46
Non-scheme Projects	10.44	8.91	8.10	7.63	8.42
Combined	9.36	8.12	7.34	6.66	7.18

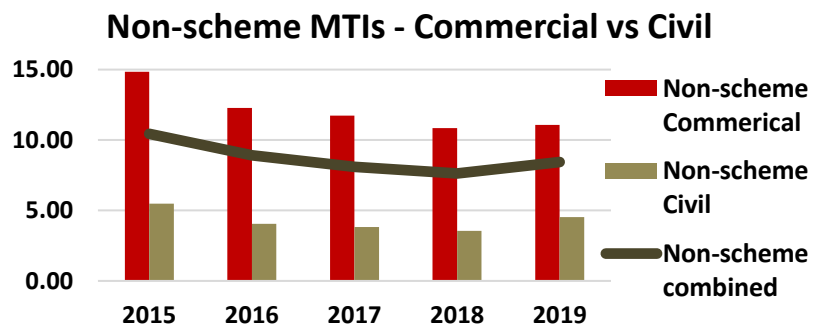
Both the civil and commercial Scheme project MTIFR have dropped between 2018 and 2019.

The combined Scheme MTIFR is much closer to the civil construction MTIFR due to the larger volume of civil Scheme projects.



	2015	2016	2017	2018	2019
Civil Construction	3.46	3.46	3.78	3.46	3.11
Commercial Construction	6.08	8.37	7.46	6.99	5.31
Combined	4.23	4.54	4.53	3.96	3.46

Both the civil and commercial non-Scheme project MTIFR have risen slightly between 2018 and 2019. However, there has been a decrease from 2015 to 2019 in both commercial and civil MTIFR.



	2015	2016	2017	2018	2019
Civil Construction	14.84	12.27	11.73	10.85	11.08
Commercial Construction	5.49	4.06	3.84	3.57	4.51
Combined	10.44	8.91	8.10	7.63	8.42

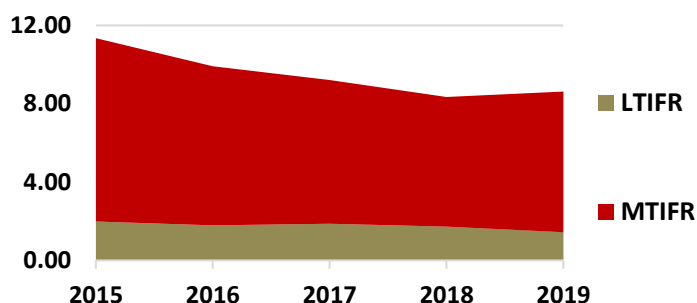
INJURY FREQUENCY RATES – TRIFR

The total recorded injury frequency rate (TRIFR) for Scheme companies is calculated by combining LTIFR and MTIFR.

The slight increase in TRIFR in 2019 is caused by the increase in non-scheme MTIFR, despite the decreasing overall LTIFR and decreasing Scheme MTIFR.

From 2015-2019 the TRIFR has trended significantly lower.

TRIFR Split: LTIFR and MTIFR



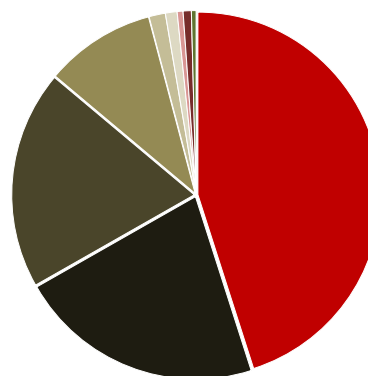
	2015	2016	2017	2018	2019
LTIFR	1.99	1.80	1.88	1.72	1.44
MTIFR	9.36	8.12	7.34	6.66	7.18
TRIFR	11.35	9.91	9.22	8.40	8.63

NATURE OF INJURY

Wounds, lacerations, amputations and internal organ damage represent almost half of the injuries reported in 2019. Traumatic joint/ligament and muscle/tendon injury, and fractures both represent approximately 20% respectively.

- C. Wounds, lacerations, amputations and internal organ damage
- F. Traumatic joint/ ligament and muscle/ tendon injury
- B. Fractures
- G. Other injuries
- D. Burns
- H. Diseases and conditions
- E. Injury to nerves and spinal cord
- A. Intracranial injuries

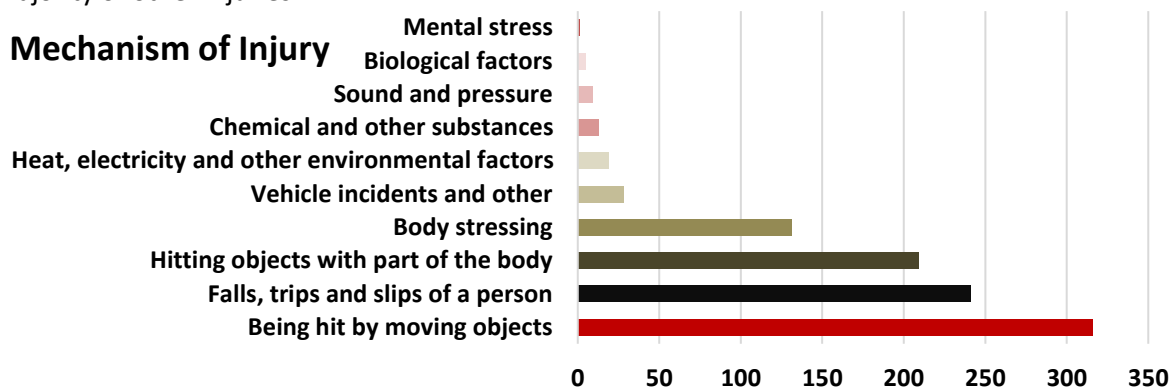
Nature of Injury



Nature of Injury	Occurrences	%
C. Wounds, lacerations, amputations and internal organ damage	438	45.1%
F. Traumatic joint/ ligament and muscle/ tendon injury	211	21.7%
B. Fractures	188	19.3%
G. Other injuries	95	9.8%
D. Burns	14	1.4%
H. Diseases and conditions	10	1.0%
E. Injury to nerves and spinal cord	5	0.5%
A. Intracranial injuries	7	0.7%
I. Other diseases and claims	4	0.4%

MECHANISM OF INJURY

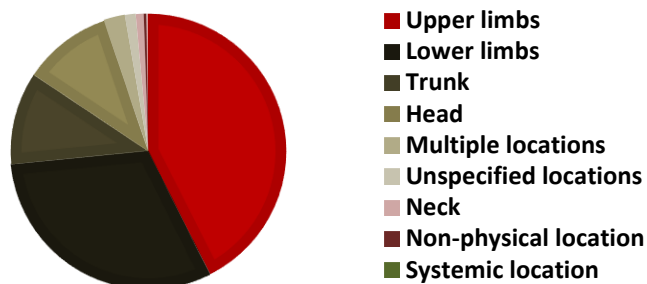
One third of injuries on Scheme accredited projects in 2019 involved workers *being hit by moving objects*. *Falls, trips and slips, hitting objects with part of the body, and body stressing* make up the majority of other injuries.



Mechanism of Injury	Occurrences	%
Being hit by moving objects	316	32.5%
Falls, trips and slips of a person	241	24.8%
Hitting objects with part of the body	209	21.5%
Body stressing	131	13.5%
Vehicle incidents and other	28	2.9%
Heat, electricity and other environmental factors	19	2.0%
Chemical and other substances	13	1.3%
Sound and pressure	9	0.9%
Biological factors	5	0.5%
Mental stress	1	0.1%

LOCATION OF INJURY

Almost three quarters of injuries reported to the OFSC in 2019 occurred to the upper and lower limbs.



Location of Injury	Occurrences	%
Upper limbs	414	42.6%
Lower limbs	300	30.9%
Trunk	106	10.9%
Head	102	10.5%
Multiple locations	24	2.5%
Unspecified locations	12	1.2%
Neck	9	0.9%
Non-physical location	3	0.3%
Systemic location	2	0.2%

GLOSSARY

Dangerous occurrence - An incident where no person is injured, but could have been injured, resulting in serious personal injury, incapacity or death. Also commonly called a “near miss”.

Frequency rate - Frequency rates are calculated by the number of incidents divided by hours worked, multiplied by 1,000,000.

- **LTIFR** (Lost Time Injury Frequency Rate) - The number of occurrences of lost time injury that result in a permanent disability or time lost from work of one day shift or more in the period.
- **MTIFR** (Medically Treated Injury Frequency Rate) - The number of occurrences of treatment by, or under the order of, a qualified medical practitioner, or any injury that could be considered as being one that would normally be treated by a medical practitioner.
- **TRIFR** (Total Recorded Injury Frequency Rate) – The total number of Medically Treated Injuries, Lost Time Injuries and Fatalities.

Incident - An incident resulting in an injury that is required to be notified by the WHS legislative requirement for notifiable incidents in the jurisdiction in which the project is being undertaken.

Mechanism of incident classification

0. Falls, trips and slips of a person
1. Hitting objects with a part of the body
2. Being hit by moving objects
3. Sound and pressure
4. Body stressing
5. Heat, electricity and other environmental factors
6. Chemicals and other substances
7. Biological factors
8. Mental stress
9. Vehicle incidents and other

Nature of injury classification

- A. Intracranial injuries
- B. Fractures
- C. Wounds, lacerations, amputations and internal organ damage
- D. Burns
- E. Injury to nerves and spinal cord
- F. Traumatic joint/ligament and muscle/tendon injury
- G. Other injuries
- H. Diseases and conditions

Correct Action Reports – Major and Minor

A Corrective Action Report (CAR) is a formal finding made by Federal Safety Officers (FSOs) during the auditing process to identify where companies need to take further action. An FSO raises a CAR when they determine that a certain aspect of the system being audited does not conform to the OFSC audit criteria. This assessment is based on their review of documentary evidence and observation of onsite activities. There are two levels of CARs that can be raised as a result OFSC audits, major and minor non-conformances:

- A **major non-conformance** is where there is the absence of a documented process, and/or the absence of implementation of a process where the opportunity for implementation has occurred in relation to a specific criterion.
- A **minor non-conformance** is where there is a partially documented and implemented process where the opportunity for implementation has occurred in relation to a specific criterion.