Australian Government
Department of Employment and Workplace Relations
Office of the Federal Safety Commissioner

Federal Safety Commissioner's Annual Data Report 2024

Contents

Overview

The Federal Safety Commissioner (FSC) and their Office (OFSC) act to improve workplace health and safety (WHS) practices on building and construction sites across Australia through the administration of the Australian Government's Work Health and Safety Accreditation Scheme (the Scheme) and by promoting safety across the building and construction industry.

There are over 600 accredited companies in Australia performing commercial, civil and residential building and construction projects. These companies are eligible to be contracted for projects funded by the Australian Government, and benefit from improved WHS performance, and reduced insurance and workers' compensation costs.

Accredited companies are subject to an ongoing, on-site audit program. These on-site audits provide the Government and the community with assurance that the construction work being undertaken by accredited companies is being carried out to the highest of safety standards. Pages 8-15 of this report address some results and trends of the Scheme audit program during calendar year 2024.

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, including incident reports, hours worked and workers' compensation premium rates. Data and analysis from this information is available throughout this report, with specific incident reporting data found in pages 16-24.

In 2024 the OFSC increased its engagement with the residential sector of the building and construction industry to support the Government's social and affordable housing commitments. From May, the OFSC implemented a fast-track accreditation program for builders intending on becoming the principal contractor on government funded residential development. The fast-tracked process has reduced the average time taken to gain accreditation without compromising safety standards.

The OFSC conducts a voluntary, anonymous census of Scheme accredited companies every year, with on average approximately two-thirds of accredited companies responding in recent years. Outcomes of the 2024 FSC Annual Census are on page 24.

A key function of the Federal Safety Commissioner is the promotion of WHS in relation to building work. On-site audits and 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 allows 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. The OFSC produces a range of educational resources targeting identified key safety issues. Key 2024 resources including WHS Webinars, Case Studies, Fact Sheets, Checklists and various safety data reports are shown on pages 25-27.

Data source

The data presented in the 2024 Annual Data Report is accurate to 31 December 2024, or as otherwise indicated throughout the report, and has been sourced from the Scheme Tracking and Accreditation Reporting (STAR) - WHS Accreditation Scheme Audit Data Asset. This data asset contains WHS and Scheme related information:

- provided by accredited companies and collected by the Department of Employment and Workplace Relations,
- provided by Federal Safety Officers (FSO) contracted by the department to carry out audits, and
- generated by the department.

This data is collected under the *Federal Safety Commission ACT (2022).* Previous Annual Data Reports released by the OFSC until 2024 utilise data sourced from the System Tracking Organisation Reporting Mechanism (STORM) data asset. On 20 January 2025, the OFSC migrated data held within STORM to STAR. STAR has been used to derive the 2024 results, unless otherwise indicated.

Accreditation Scheme

Accredited Companies

At the end of the 2024, 606 unique companies held accreditation by the Federal Safety Commissioner (FSC) under the Work Health and Safety Accreditation Scheme (the Scheme).

There was a net increase in accredited companies of 34 to 606 companies from 572 companies at the end of 2023, considering new accreditations, and accreditations that expired, were withdrawn or were suspended.

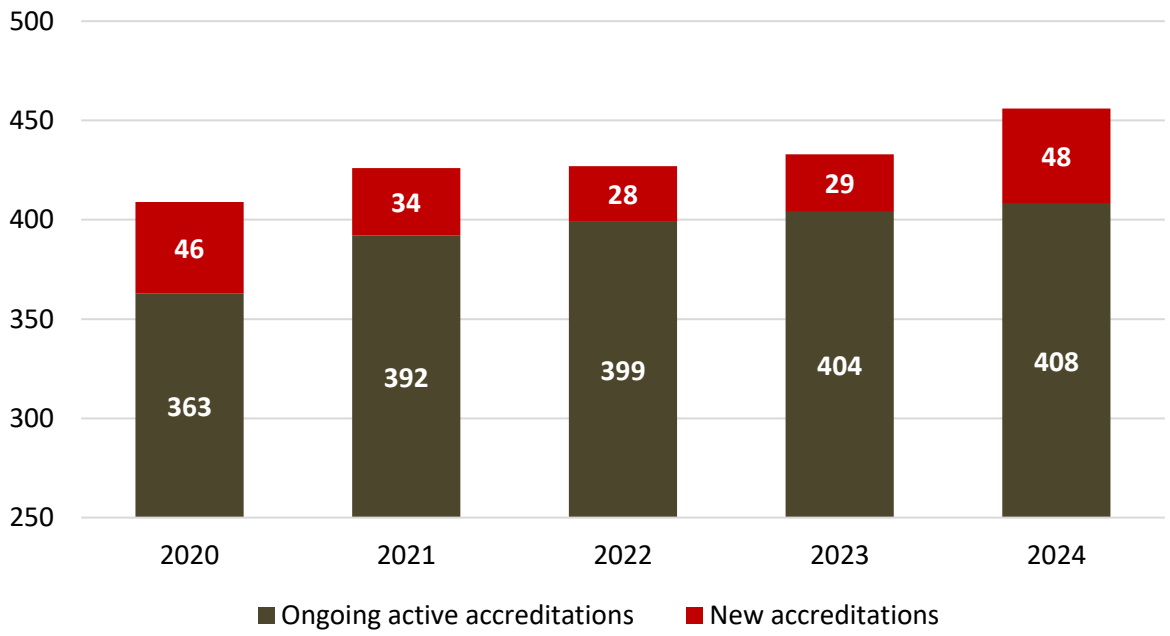
The 606 unique accredited companies made up 456 accreditations. Twenty-one per cent of accreditations comprised two or more companies. Jointly accredited companies are counted as one accreditation in Table 1 below and throughout this report. The net number of accreditations increased by 23 to 456 accreditations on 31 December 2024, from 433 accreditations on 31 December 2023.

During the 2024 calendar year, the Federal Safety Commissioner approved 48 new accreditations (involving 57 companies). The annual average number of new accreditations over the past five calendar years is 37.2.

Table 1: Number of accreditations and companies, 2020-24 (as of 31 December 2024)

Calendar Year	2020	2021	2022	2023	2024
Accreditations	409	426	428	433	456
Companies	542	565	561	572	606

Figure 1: New and ongoing accreditations, 2020-24



Indigenous Businesses

As of 31 December 2024, 37 accredited companies reported they were Indigenous owned businesses. Indigenous owned businesses make up approximately six per cent of all accredited companies.

Housing Australia Residential

As of 31 December 2024, 13 companies (12 accreditations) had been accredited under the Housing Australia fast track Scheme, taking an average of 4.5 months to gain accreditation.

Accredited Companies by Size by Capability

The majority of Accreditations (single and joint) report that they undertake civil and commercial construction and are medium to large employers.

Table 2: Number of companies by company size by construction type (as of 31 December 2024)

Size	***Civil***	***Commercial***	***Residential***
Large (200+ employees)	95	70	20
Medium (20-199 employees)	200	217	77
Small (less than 20 employees)	84	109	37
Total accreditations	**379**	**396**	**134**

Note: *Accredited companies can undertake more than one type of construction.*

Accredited Companies by Capability by State

Accredited companies (single and joint) can operate in more than one State and Territory. Table 3 depicts the construction capability (i.e. civil, commercial and residential) and area of operation reported for accredited companies.

Table 3: Number of companies by state/territory by construction type (as of 31 December 2024)

State	**Civil**	**Commercial**	**Residential**
NSW	243	246	72
VIC	204	224	62
QLD	264	232	62
WA	198	174	40
SA	178	162	40
TAS	129	104	22
NT	172	145	45
ACT	158	179	48
Total companies	**379**	**396**	**134**

Note: Accredited companies can undertake more than one construction type across multiple states/territories.

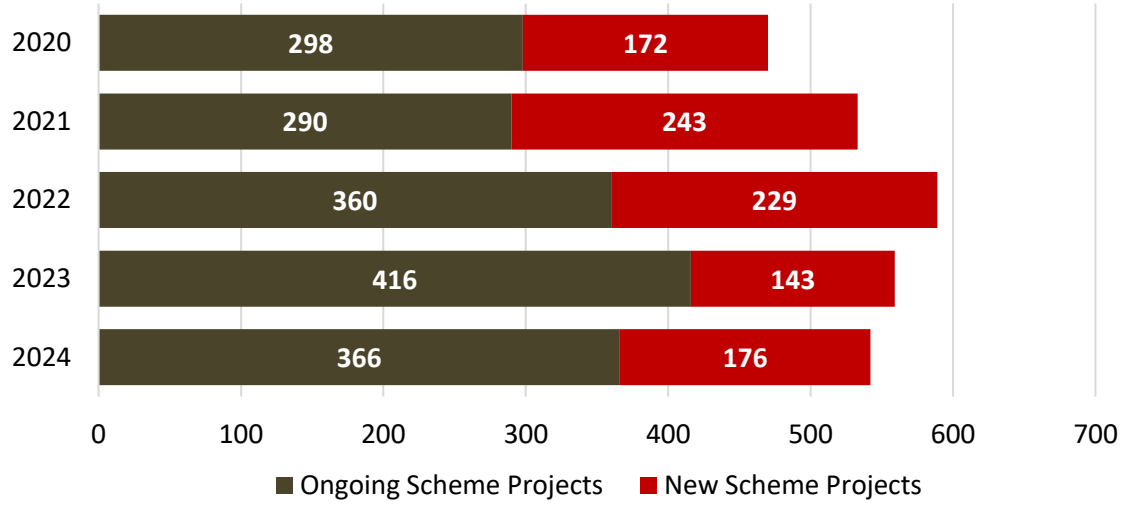
Scheme Projects

Building commenced on 176 new Scheme projects (refer Glossary for description) in 2024. These new projects make up just under one third of the 542 Scheme projects that were active during 2024. The 542 Scheme projects active during 2024 had a combined value of $127 billion. Table 4 and Figure 2 provide the number of projects active during the last five years.

Table 4: Number of active Scheme projects, 2020-24

Calendar Year	2020	2021	2022	2023	2024	5-year average
Total Active Scheme Projects	470	533	589	559	**542**	539

Figure 2: New Scheme projects vs ongoing Scheme projects, 2020-24



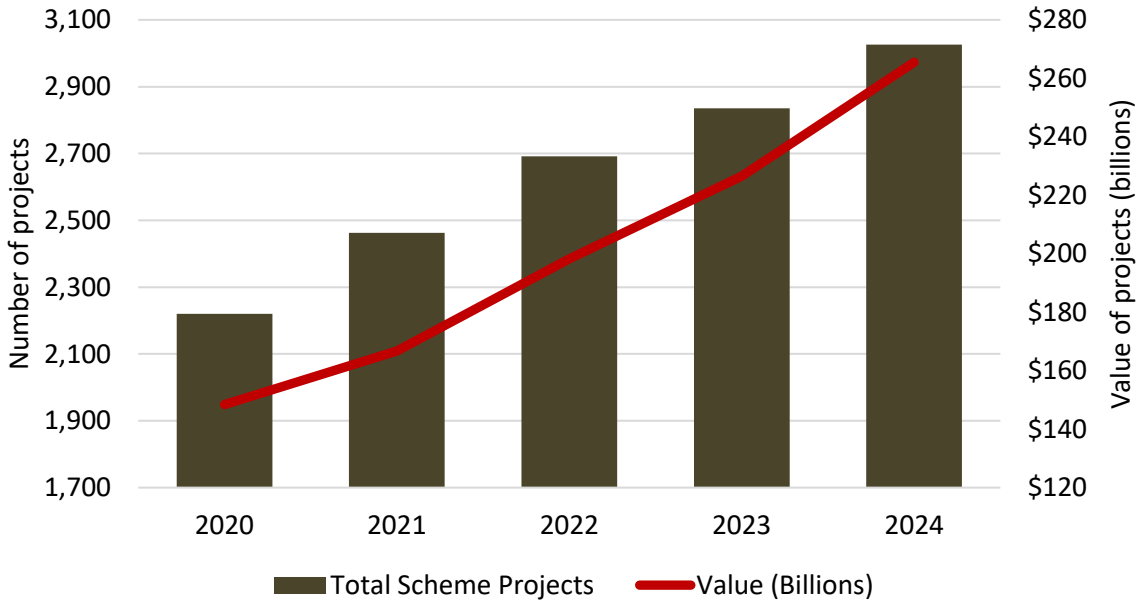
As of 31 December 2024, accredited companies had been head contractor on 3,027 Scheme projects since the Scheme began in 2006. These projects have had a combined value of $265.6 billion. Table 5 and Figure 3 show the total number of Scheme projects and their combined value since inception of the Scheme as of 31 December each calendar year.

Table 5: Cumulative count of Scheme projects and their value ($bn) (as of 31 December 2020-24)

	2020	2021	2022	2023	2024
Count of Scheme Projects	2,220	2,463	2,692	2,835	3,027
Value (Billions)	$148	$167	$198	$227	$266

Note: Figures are rounded. Data sourced on 25 August 2025.

Figure 3: Cumulative count of Scheme projects and their value ($bn) (as of 31 December 2020-24)



Scheme Audits

Audit Overview

Accredited companies undergo regular on-site safety audits as a requirement of accreditation. These audits are conducted by Federal Safety Officers (FSOs) against the FSC Audit Criteria. Company audit performance informs the OFSC risk management approach, which guides the frequency and focus of future audits and potential compliance action. Figure 4 below shows a map of the 2024 on-site audit locations.

Map of Scheme Audit Locations During 2024

Figure 4: Map of on-site audit locations, 2024

The OFSC conducted 657 safety audits in 2024 across 918 days on-site testing compliance with 17,367 audit subcriteria. Arising from these audits:

- 3,319 Corrective Action Reports (CARs) were issued - a compliance rate of 80.9%,
- 612 or 18 per cent of CARs were classified as Major CARs, and
- 2,707 or 82 per cent of CARs were classified as Minor CARs.

The number of OFSCs Audits and on-site audit days by year is provided in Table 6 below.

Table 6: Number of OFSC audits and on-site audit days, 2020-24

	2020	2021	2022	2023	2024
Audits	404	452	526	552	657
Audit days on-site*	561	625	750	769	918

*Rolling SVAs have been excluded from the Audit-days on site counts

Audit Breakdown

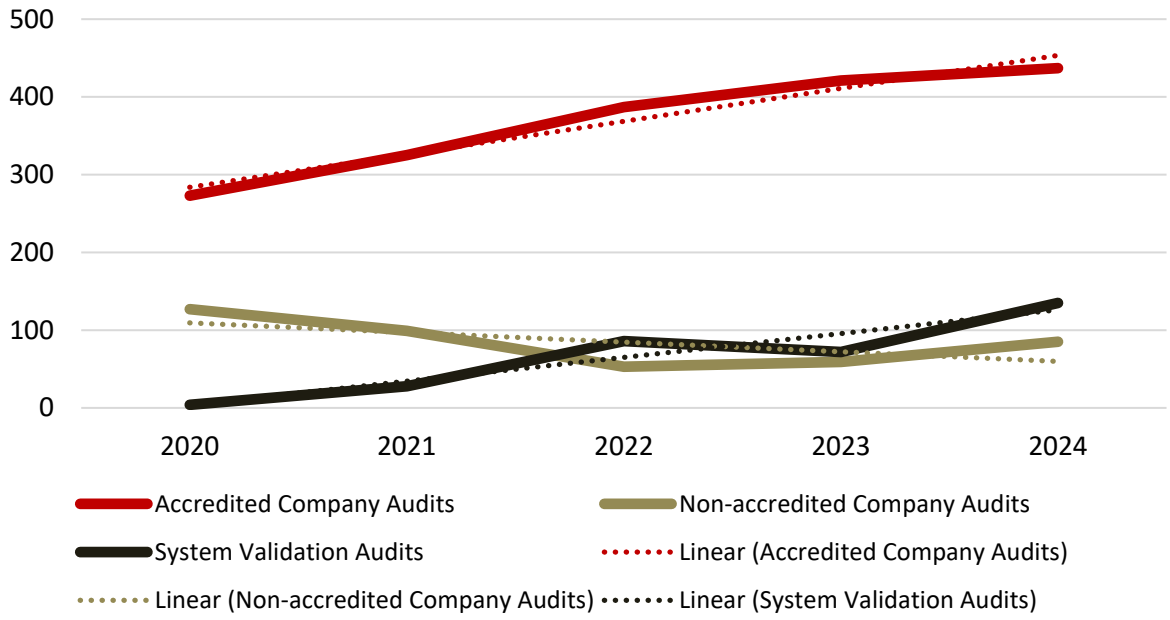
On-site audits assess the WHS Management System (WHSMS) implementation of companies applying for Scheme accreditation. Once accredited, it is a requirement of maintaining accreditation to also undergo regular on-site audits. In 2020 the OFSC introduced System Validation Audits (SVAs), which are a desktop audit process conducted prior to the initial pre-accreditation on-site audit to assist applicants in identifying areas of their WHSMS that do not currently meet Scheme standards. This allows applicants to be more prepared before their first on-site audit as they aim to achieve accreditation. This has decreased the number of on-site audits being conducted on applicants and created capacity for more on-site audits of accredited companies. Table 7 and Figure 5 below show the breakdown of OFSC audits by type for the last five years.

Table 7: Breakdown of OFSC audits by type, 2020-24

	2020	2021	2022	2023	2024
Accredited Company Audits	273	325	387	421	437
Non-accredited Company Audits	127	99	53	59	85
System Validation Audits*	4	28	86	72	135

*Rolling SVAs (new in 2024) are included in the System Validation Audit counts

Figure 5: Breakdown of OFSC audits by type, 2020-24



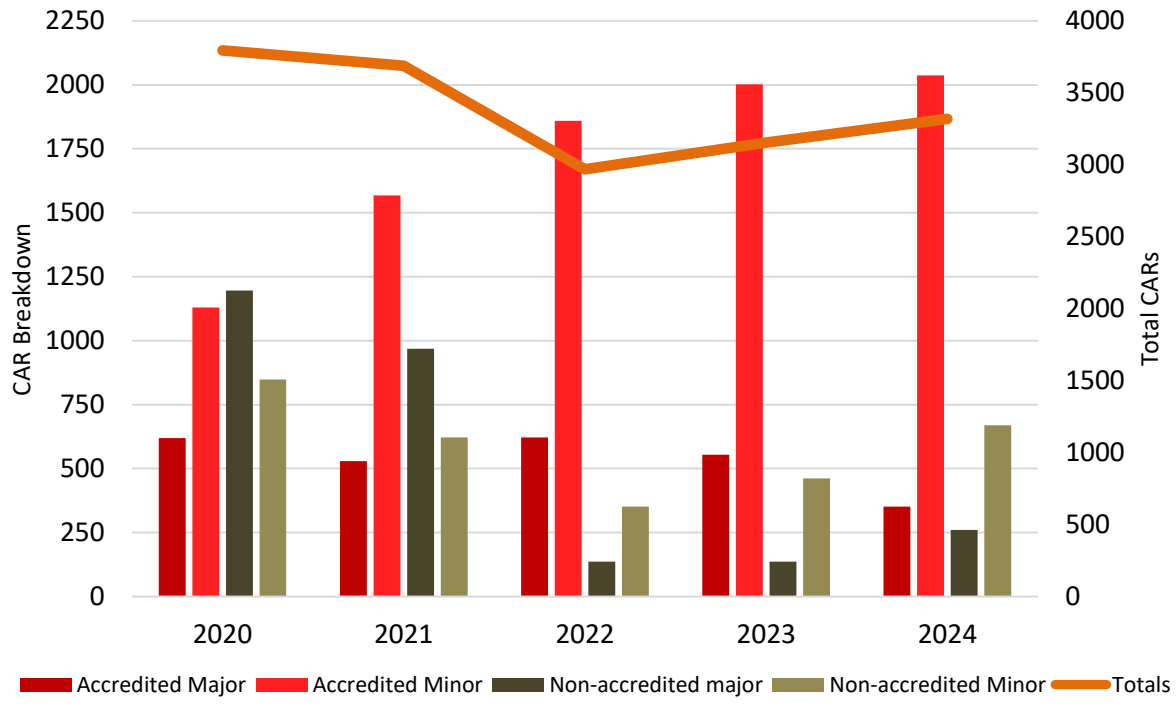
Corrective Action Report Breakdown

Table 8 and Figure 6 below show the breakdown of Corrective Action Reports (CARs) by type from 2020-24. Following a consistently high total of CARs issued during 2020-2021, the total number of CARs in 2022 dropped below 3,000, before rising slightly to 3,319 for 2024. This is due to the impact of the System Validation Audits (SVAs) that were introduced in mid-2021 to assist companies in implementing more robust WHSMS prior to their initial on-site audit. Companies are informed about areas of their WHSMS that do not meet Scheme requirements, but CARs are not issued. The number of CARs issued to accredited companies has decreased by 34 per cent for major CARs since 2021 and increased 30 per cent for minor CARs since 2021. Due to SVAs, non-accredited companies' CARs have dropped by 73 per cent for major CARs from 2021 to 2024. However, minor CARs have risen by 8 per cent during the same period.

Table 8: Breakdown of CARs by type, 2020-24

	2020	2021	2022	2023	2024
Accredited Major	620	530	622	554	352
Accredited Minor	1,130	1,568	1,859	2,002	2,037
Non-accredited Major	1,196	969	136	136	260
Non-accredited Minor	849	622	352	462	670
Totals	**3,795**	**3,689**	**2,969**	**3,154**	**3,319**

Figure 6: Major and minor CARs – Accredited vs non-accredited companies, 2020-24



Audit Head Criteria Issue Rates

Table 9 below displays the five head criteria with the highest CAR issue rates (over 25%). The highest CAR issue rates for audit head criteria across audits on both accredited companies and applicants applying for accreditation related to Senior Management Commitment, Health & Safety Management System Auditing, Health Surveillance and Exposure, Structural Alterations/Temporary Support Structures and Emergency Preparedness and Response.

Table 9: Highest five issue rates (CARs) by Audit Head Criteria for all audits, 2024

Head Criteria		CARs Issued	As a percentage of all CARs issued	Issue rate as a %
FP1	**Senior Management Commitment**	221	7	37
WH17	**Health & Safety Management System Audit**	117	4	29
WH14	**Health Surveillance and Exposure Monitoring**	172	5	28
H5	**Structural Alterations/Temporary Support Structures**	167	5	27
WH13	**Emergency Preparedness and Response**	329	10	27

Note: Figures are rounded. Minimum 20 subcriteria tested.

Table 10 below displays the five head criteria with the lowest CAR issue rates. The lowest CAR issue rates for audit head criteria across audits on both accredited companies and applicants applying for accreditation related to Pressurised Gas; Chemical, Fuel or Refrigerant Lines, Contaminated/Flammable Atmosphere; Artificial Extremes of Temperature; and Tunnels.

Table 10: Lowest five issue rates (CARs) by Audit Head Criteria for all audits, 2024

Head Criteria		CARs Issued	As a percentage of all CARs issued	Issue rate as a %
H10	**Pressurised Gas**	0	0	0
H11	**Chemical, Fuel or Refrigerant Lines**	0	0	0
H13	**Contaminated/Flammable Atmosphere**	0	0	0
H17	**Artificial Extremes Of Temperature**	0	0	0
H8	**Tunnels**	0	0	0

Note: Figures are rounded. Minimum 20 subcriteria tested.

Audit Subcriteria Issue Rates

Tables 11 and 12 show the subcriteria CAR issue rates as of 31 December 2024, broken down into applicants who are not accredited but have undergone on-site audits in the process of applying for accreditation, and Scheme accredited builders respectively. Subcriteria reviewed less than 20 times have been excluded.

- **FP1.3**, which requires a documented process to ensure a documented process to ensure senior managers, site managers and supervisors are trained in WHS has the highest issue rate for non-accredited companies with an issue rate of 43 per cent, a decrease of 4 per cent from last year.

- **H5.6**, which requires temporary structures to be designed and installed by competent people has the highest issue rate CAR for Scheme accredited companies with an issue rate of 52 per cent, an increase of 6 per cent from last year.

Table 11: Ten highest issue rates (CARs) by audit subcriteria for non-accredited companies applying for Scheme accreditation, 2024

Note: Issue rates are rounded.

Subcriteria	CARs issued	Times tested	Issue rate as a %
FP1.3 There is a documented process to ensure senior managers, site managers and supervisors are trained in WHS obligations/due diligence, and the company's WHS management system requirements relevant to their role.	24	56	43
FP1.2 There is a documented process to ensure WHS reports are produced that monitor performance against the WHS objectives and targets defined by the organisation; are regularly reviewed by senior management; and are communicated to site management.	23	56	41
WH13.7 There is a documented process to ensure competent person identifies site emergency equipment and requirements.	23	56	41
FP2.3 There is a documented process to ensure residual buildability hazards identified in FP2.1 and FP2.2 are transferred and addressed in the project specific risk assessment process.	22	56	39
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.	19	49	39
FP1.4 There is a documented process that ensures senior managers regularly visit the site and discuss WHS issues with site management and workers.	21	57	37
WH13.6 There is a documented process to ensure a qualified person identifies site first aid equipment and requirements in accordance with relevant legislation, codes of practice and Australian standards.	20	56	36
H1.3 Safe systems of work have been developed to ensure fall prevention systems/structures are verified as installed in accordance with the manufacturers' instructions and relevant legislation, codes of practice and Australian standards; and subject to regular documented inspection as per the relevant legislation, codes of practice and Australian standards.	10	29	34
H1.4 Safe systems of work have been developed to ensure that where fall restraint/fall arrest equipment is being used on site, workers have been formally trained in the use of such equipment; there is a maintenance and inspection schedule for the equipment; attachment points are designed and certified by a qualified person; and attachment points are installed by a trained person and regularly inspected by a competent person.	10	29	34
H16.10 The system ensures that there is a process for the ongoing maintenance of mobile plant.	17	50	34

Table 12: Ten highest issue rates (CARs) by audit subcriteria for Scheme accredited companies, 2024

Note: Issue rates are rounded. Data as of 31 December 2024.

Subcriteria	CARs issued	Times tested	Issue rate as a %
H5.6 The system ensures that structural support systems and temporary structures are installed by a competent person and verified as correctly installed prior to use in accordance with relevant legislation, codes of practice and Australian standards; manufacturers' requirements; or where applicable the drawing/plan.	40	77	52
FP3.1 There is a documented process for the establishment of WHS consultation, cooperation and coordination arrangements, including agreement on the establishment of consultation arrangements with workers on site; consultation with workers or their representatives when WHS issues arise; a program to ensure regular meetings with minutes of the meetings available to all workers; and training for health and safety representatives and WHS committee members where requested or required.	33	76	43
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 fulfill the role.	35	81	43
H7.6 The system ensures that the excavation is regularly inspected by a competent person to monitor the effectiveness of controls in accordance with the drawing/plan/permit.	46	107	43
FP1.4 There is a documented process that ensures senior managers regularly visit the site and discuss WHS issues with site management and workers.	39	97	40
H15.2 The system ensures there is a Traffic Management Plan prepared by a qualified and licensed person that is in accordance with the relevant legislation, codes of practice, Australian standards, or other requirements; includes location specific traffic control plans; details the methodology for implementing and dismantling traffic control devices; and is approved as required by the relevant authority prior to implementation.	39	97	40
H5.7 The system ensures that structural support systems and temporary structures are regularly inspected to monitor the effectiveness of the system/structure in accordance with relevant legislation, codes of practice and Australian standards; manufacturer's requirements; or where applicable the drawing/plan.	29	75	39
H5.4 The system ensures that a scaffold plan has been developed by a qualified person; and changes to the installation design are authorised and signed off by a qualified person; or a risk assessment has been conducted to determine the need for a Scaffold Plan.	29	76	38
FP1.3 There is a documented process to ensure senior managers, site managers and supervisors are trained in WHS obligations/due diligence, and the company's WHS management system requirements relevant to their role.	35	92	38
FP1.2 There is a documented process to ensure WHS reports are produced that monitor performance against the WHS objectives and targets defined by the organisation; are regularly reviewed by senior management; and are communicated to site management.	35	93	38

From Table 13 below, three of the subcriteria with the six highest issue rates in 2024 have trended up from 2020 to 2024, two have trended down, and one has remained steady.

Table 13: Performance of subcriteria with the six highest 2024 issue rates (CARs) for accredited companies, 2020-2024

Subcriteria	Issue Rates as a percentage				
	2020	2021	2022	2023	2024
H5.6 The system ensures that structural support systems and temporary structures are installed by a competent person and verified as correctly installed prior to use in accordance with relevant legislation, codes of practice and Australian standards; manufacturers' requirements; or where applicable the drawing/plan.	43	47	37	46	**52**
FP3.1 There is a documented process for the establishment of WHS consultation, cooperation and coordination arrangements, including agreement on the establishment of consultation arrangements with workers on site; consultation with workers or their representatives when WHS issues arise; a program to ensure regular meetings with minutes of the meetings available to all workers; and training for health and safety representatives and WHS committee members where requested or required.	50	44	54	56	**43**
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 fulfill the role.	31	42	47	43	**43**
H7.6 The system ensures that the excavation is regularly inspected by a competent person to monitor the effectiveness of controls in accordance with the drawing/plan/permit.	48	41	56	45	**43**
FP1.4 There is a documented process that ensures senior managers regularly visit the site and discuss WHS issues with site management and workers.	34	38	40	38	**40**
H15.2 The system ensures there is a Traffic Management Plan prepared by a qualified and licensed person that is in accordance with the relevant legislation, codes of practice, Australian standards, or other requirements; includes location specific traffic control plans; details the methodology for implementing and dismantling traffic control devices; and is approved as required by the relevant authority prior to implementation.	34	40	36	31	**40**

Note: Issue rates are rounded. Data as of 31 December 2024.

Scheme Reporting

Accredited companies are required to submit incident reports for all incidents that occur on building projects where they are the head contractor. This applies to incidents occurring to all workers on-site, directly employed and all subcontractors.

Fatalities

In 2024, three fatal incidents were reported on Scheme accredited companies' building sites. Of the three fatalities, one related to machinery and fixed plant, and the other two related to materials, substances, or agencies of any kind. Comparisons between OFSC fatalities and the whole of the construction industry for the last five years are in Table 14 below.

Table 14: OFSC fatalities vs Industry fatalities, 2020-24

	2020	2021	2022	2023	2024
Scheme Fatalities	4	4	4	7	3
Total Industry Fatalities*	36	25	27	41	30

*Industry fatality data is taken from Safe Work Australia's (SWA) Interactive Data reports. At the time of publishing, the 2024 total industry estimate is provisional only.

Injury Frequency Rates

The total recorded injury frequency rate (TRIFR) for Scheme accredited companies is calculated by combining LTIFR and MTIFR. Table 15 below shows that from 2020 to 2024, the TRIFR has decreased by 11.8 per cent, from 7.36 to 6.49, and decreased by 3.3 per cent from 2023 to 2024. This was driven by the decrease in MTIFR, dropping from 5.88 in 2020 to 4.94 in 2024, while LTIFR has remained relatively stable.

Table 15: Overall injury frequency rates, 2020-24

	2020	2021	2022	2023	2024
LTIFR	1.48	1.58	1.27	1.50	1.55
MTIFR	5.88	5.44	4.78	5.22	4.94
TRIFR	7.36	7.02	6.05	6.72	6.49

From the 2023 Annual Data Report onwards, all combined injury frequency rates include civil, commercial and residential construction. Injury frequency rates published in previous years' Annual Data Reports have been revised accordingly.

Lost Time Injuries

From Table 16 and Figure 7 below, the lost time injury frequency rate (LTIFR) for Scheme accredited companies in 2024 was 1.55, up marginally from 1.50 in 2023. The LTIFR on civil construction projects conducted by Scheme accredited companies in 2024 was 0.96, which was substantially lower than the LTIFR on commercial construction projects conducted by Scheme accredited companies, which was 2.39.

Over the past 5 years, lost time injuries reported by Scheme accredited companies have consistently occurred on commercial construction projects at approximately 2.5 times the rate of civil construction projects. This is not unexpected given there is more high-risk activity occurring with a higher density of workers, more frequently. For 2024, the LTIFR for commercial projects saw a decrease on previous years with a rate 1 per cent lower than that of 2020, while the LTIFR for civil

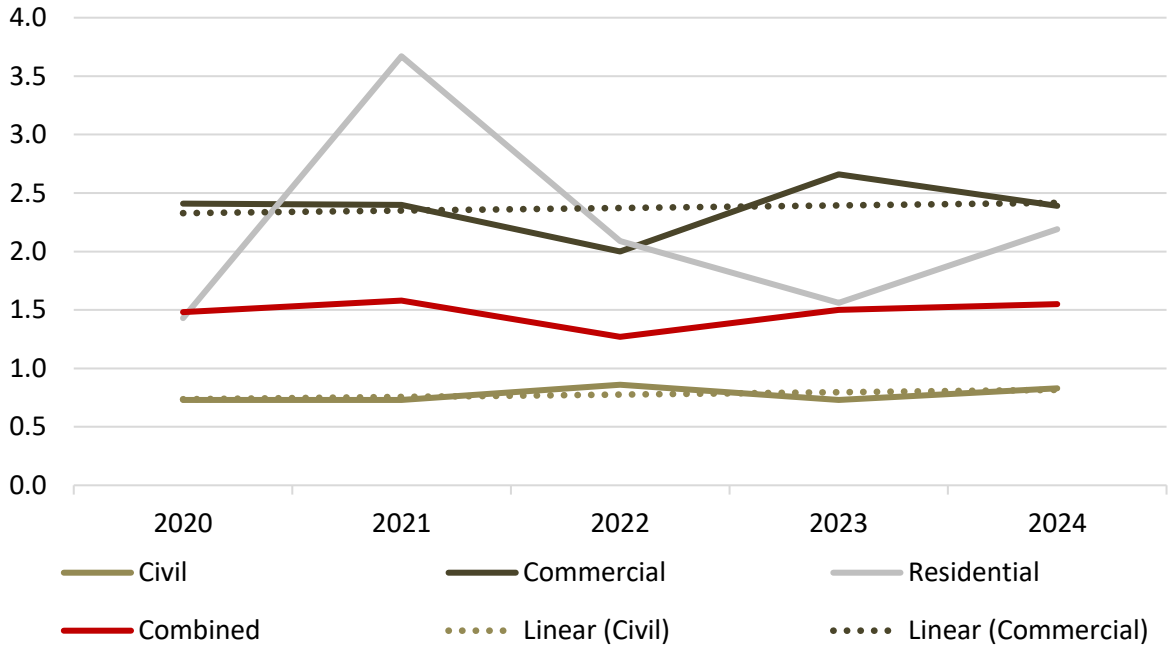
projects saw an increase of 32 per cent on the 2020 rate. The LTIFR for residential projects saw an increase of 53 per cent to 2.19, from 1.43 in 2020.

Table 16: LTIFR by construction type, 2020-24

	2020	2021	2022	2023	2024
Civil Construction	0.73	0.86	0.73	0.83	0.96
Commercial Construction	2.41	2.40	2.00	2.66	2.39
Residential Construction	1.43	3.67	2.09	1.56	2.19
Combined	**1.48**	**1.58**	**1.27**	**1.50**	**1.55**

From the 2023 Annual Data Report onwards, all combined injury frequency rates include civil, commercial and residential construction. Injury frequency rates published in previous years' Annual Data Reports have been revised accordingly.

Figure 7: LTIFR for civil, commercial and residential construction, 2020-24



Medically Treated Injuries

Table 17 and Figure 8 below shows that the medically treated injury frequency rate (MTIFR) for Scheme accredited companies in 2024 was 4.94, a decrease of over 5 per cent from the 2023 rate.

The MTIFR for Scheme accredited companies on civil construction was 2.52 in 2024, compared to the MTIFR on commercial construction projects of 8.3. The difference in civil and commercial MTIFR follows the same comparative trend as the difference in civil and commercial LTIFR.

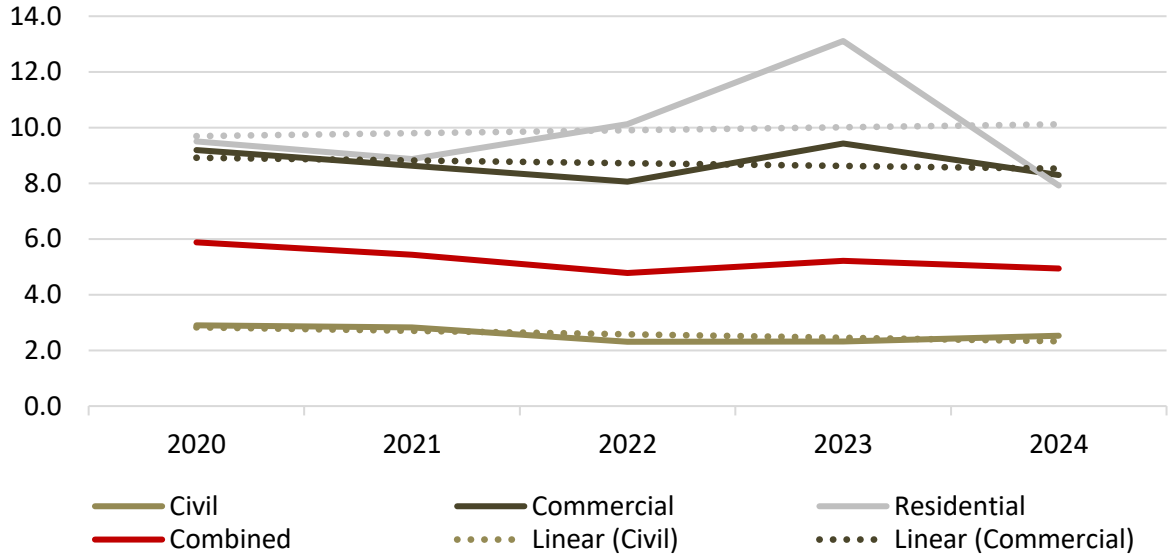
Medically treated injuries reported by Scheme accredited companies have consistently occurred on commercial construction projects at over three times the rate of civil construction projects over the last five years. The civil MTIFR dropped by 13 per cent from 2020 to 2024, from 2.90 to 2.52, while the commercial MTIFR dropped by 10 per cent from 2020 to 2024, from 9.19 to 8.3. The residential MTIFR saw a decrease of over 16 per cent from 9.51 in 2020 to 7.92 in 2024.

Table 17: MTIFR by construction type, 2020-24

	2020	2021	2022	2023	2024
Civil Construction	2.90	2.83	2.31	2.32	2.52
Commercial Construction	9.19	8.63	8.06	9.42	8.30
Residential Construction	9.51	8.87	10.12	13.11	7.92
Combined	**5.88**	**5.44**	**4.78**	**5.22**	**4.94**

From the 2023 Annual Data Report onwards, all combined injury frequency rates include civil, commercial and residential construction. Injury frequency rates published in previous years' Annual Data Reports have been revised accordingly.

Figure 8: MTIFR for civil, commercial and residential construction, 2020-24



Total Reported Injuries

Table 18 and Figure 9 below shows that the total reported injury frequency rate (TRIFR) for Scheme accredited companies (combined for civil, commercial and residential construction activity) in 2024 was 6.49, a decrease of over 3 per cent from the 2023 rate.

The TRIFR for Scheme accredited companies on civil construction was 3.48 in 2024, compared to the TRIFR on commercial construction projects of 10.69.

Medically treated injuries reported by Scheme accredited companies have consistently occurred on commercial construction projects at over three times the rate of civil construction projects over the last five years. The civil TRIFR dropped by 4 per cent from 2020 to 2024, from 3.63 to 3.48, while the commercial TRIFR dropped by almost 8 per cent from 2020 to 2024, from 11.6 to 10.69. The residential TRIFR also saw a decrease of almost 8 per cent from 10.95 in 2020 to 10.11 in 2024.

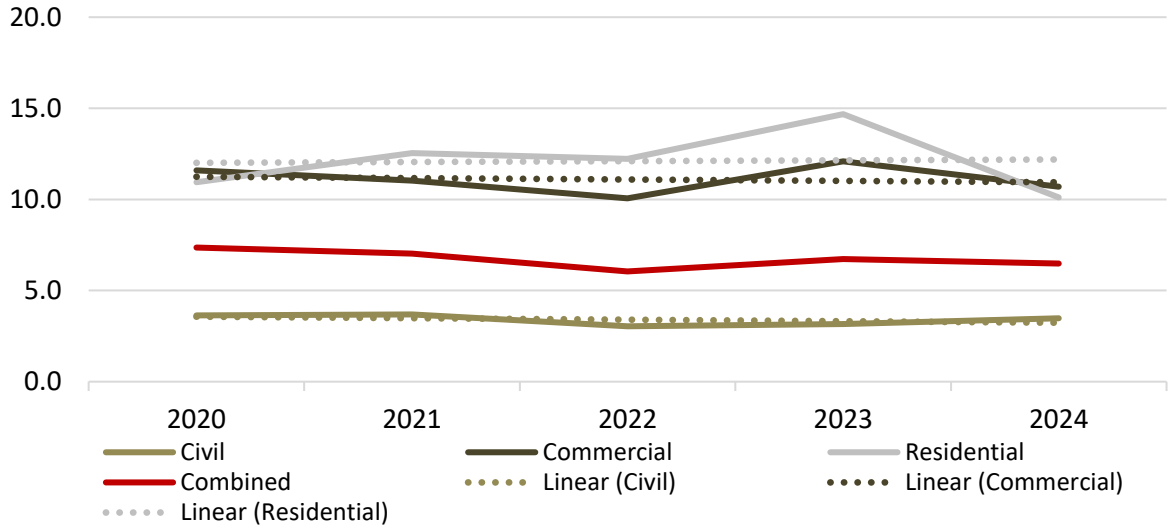
Table 18: TRIFR by construction type, 2020-24

TRIFR	2020	2021	2022	2023	2024
Civil Construction	3.63	3.69	3.04	3.16	3.48
Commercial Construction	11.60	11.03	10.06	12.09	10.69
Residential Construction	10.95	12.54	12.22	14.68	10.11

Combined	**7.36**	**7.02**	**6.05**	**6.72**	**6.49**

From the 2023 Annual Data Report onwards, all combined injury frequency rates include civil, commercial and residential construction. Injury frequency rates published in previous years' Annual Data Reports have been revised accordingly.

Figure 9: TRIFR for civil, commercial and residential construction, 2020-24



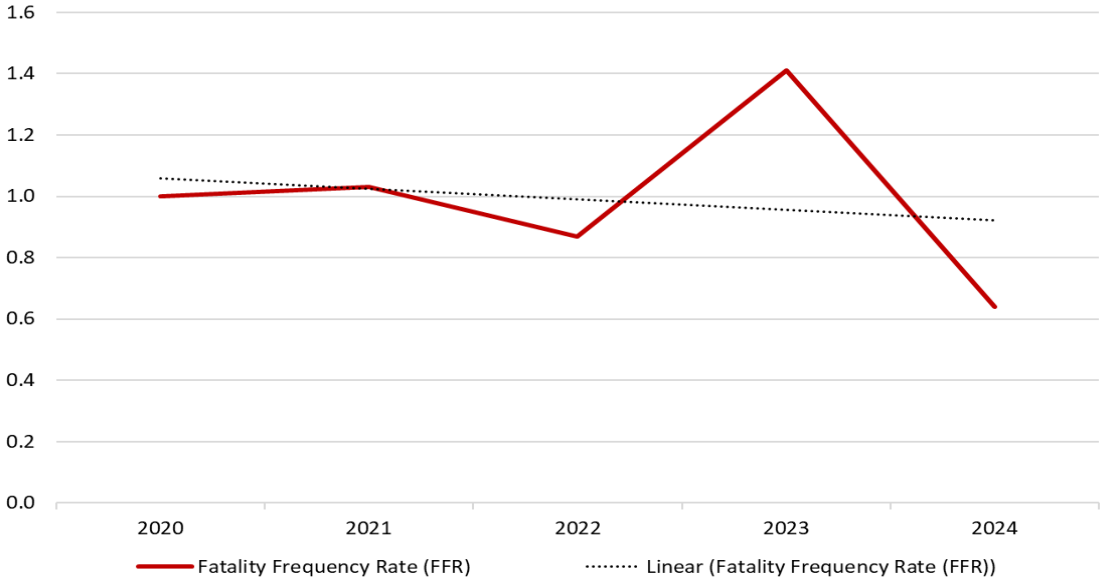
Fatality Frequency Rates

Table 19 and Figure 10 below shows that the fatality frequency rate (FFR) for Scheme accredited companies in 2024 was 0.64, down from 1.41 in 2023.

Table 19: Fatality frequency rates (per 100,000,000 hours worked) by construction type, 2020-24

Year	2020	2021	2022	2023	2024
Fatality Frequency Rate (FFR)	1.00	1.03	0.87	1.41	0.64

Figure 10: Fatality frequency rates for accredited companies, 2020-24



Nature of Injuries

Table 20 and Figure 11 below shows the breakdown of injuries from 2024 reported to the OFSC by their nature of injury.

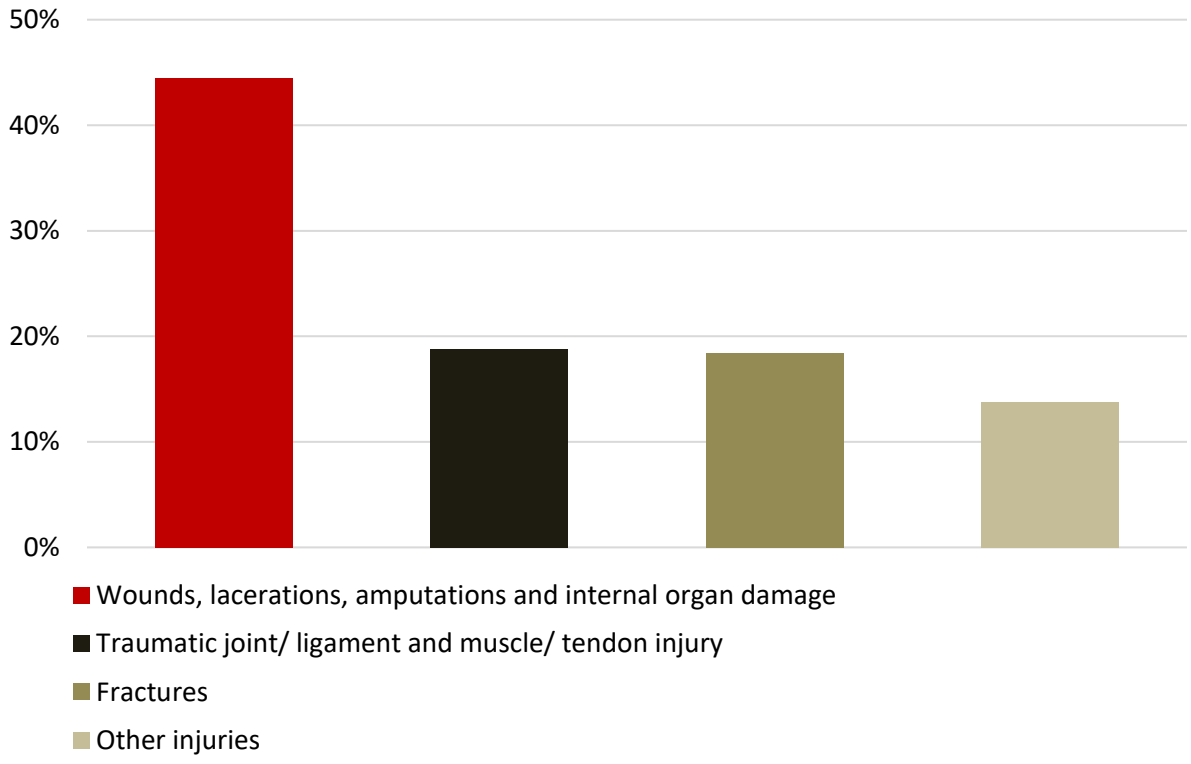
- Wounds, lacerations, amputations and internal organ damage represent just under 45 per cent of the injuries reported in 2024.
- Traumatic joint/ligament & muscle/tendon injuries, and fractures, represent approximately 18 per cent each of injuries reported.

*Table 20: Breakdown of injuries reported to the OFSC by nature of injury, 2024**

Nature of Injury	Occurrences	Percentage of all injuries reported[1]
Wounds, lacerations, amputations and internal organ damage	**415**	44.5%
Traumatic joint/ ligament and muscle/ tendon injury	**175**	18.8%
Fractures	**172**	18.4%
Other injuries	**129**	13.8%
Burns	18	1.9%
Other diseases and claims	7	0.8%
Intracranial injuries	7	0.8%
Diseases and conditions	6	0.6%
Injury to nerves and spinal cord	4	0.4%

*Only injuries with completed reports are included in this table

Figure 11: Top 4 nature of injury categories for 2024



Mechanism of Injuries

Table 21 and Figure 12 below shows the breakdown of injuries from 2024 reported to the OFSC by their mechanism of injury.

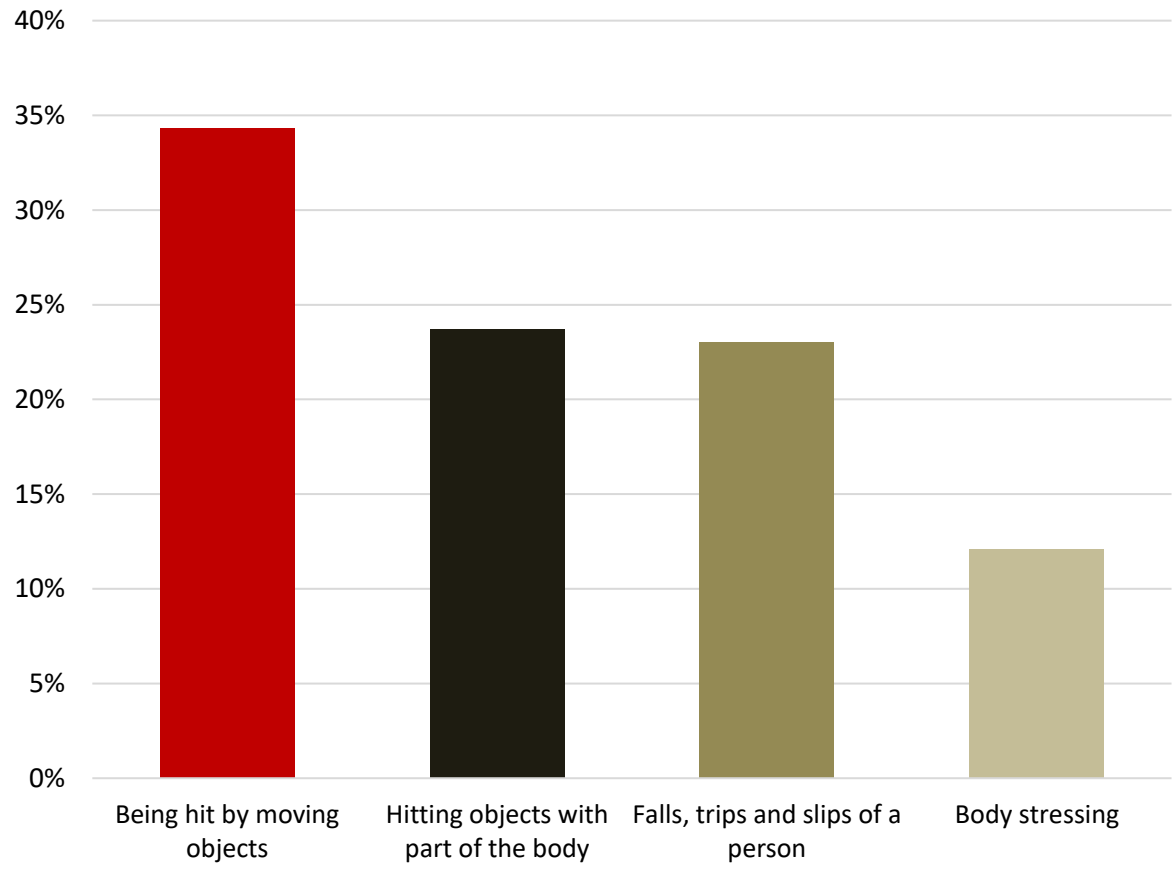
- Just over one-third of injuries on accredited company projects in 2024 involved workers being hit by moving objects.
- Hitting objects with part of the body; falls, trips and slips of a person, and body stressing combined make up over half of injuries reported.

*Table 21: Breakdown of injuries reported to the OFSC by mechanism of injury, 2024**

Mechanism of Injury	Occurrences	Percentage of all injuries reported
Being hit by moving objects	**320**	34.3%
Hitting objects with part of the body	**221**	23.7%
Falls, trips and slips of a person	**215**	23.0%
Body stressing	**113**	12.1%
Heat, electricity and other environmental factors	28	3.0%
Vehicle incidents and other	15	1.6%
Chemical and other substances	12	1.3%
Mental stress	4	0.4%
Sound and pressure	3	0.3%
Biological factors	2	0.2%

*Only injuries with completed reports are included in this table

Figure 12: Top 4 mechanism of injury categories for 2024



Injury Rates Over Time

Table 22 and Figure 13 below show an analysis of lost time injury frequency rates (LTIFR) of accredited companies measured at three-year intervals in comparison to their LTIFR when first accredited. The analysis shows that:

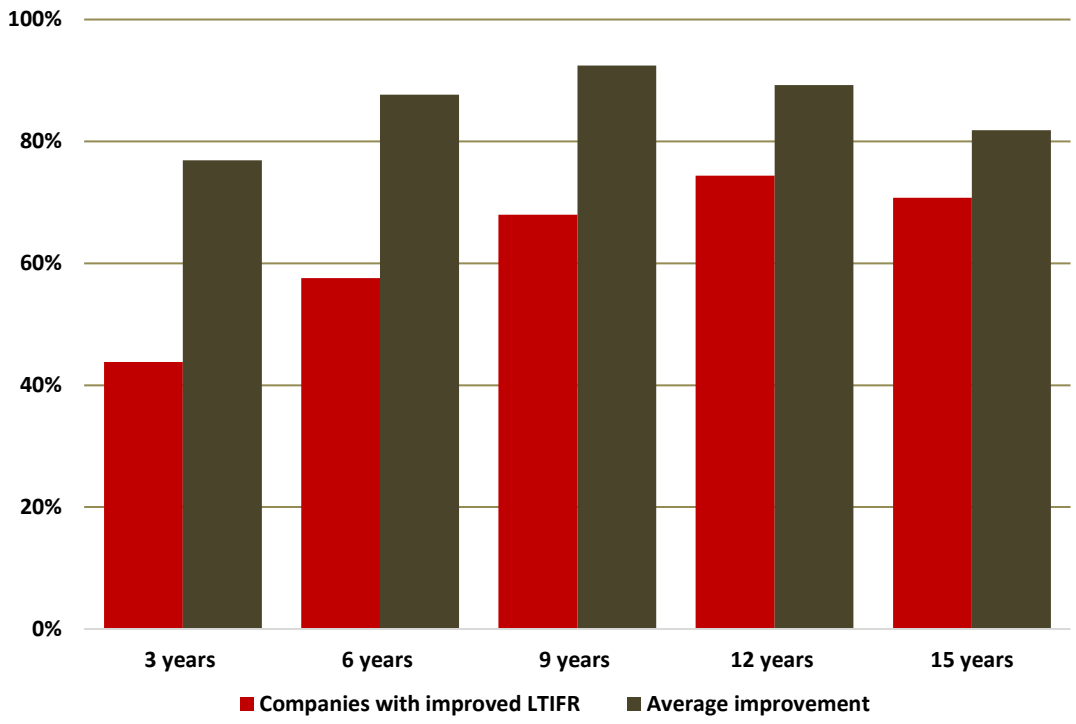
- after three years of accreditation, 44 per cent of companies reduced their LTIFR by an average of 77 per cent.
- after six years this increased to 58 per cent of companies having reduced their LTIFR by an average of 88 per cent.
- after nine years, 68 per cent of companies had reduced their LTIFR by an average of 92 per cent.
- after 12 years, 74 per cent of companies had reduced their LTIFR by an average of 89 per cent.
- finally, after 15 years, 71 per cent of companies had reduced their LTIFR by an average of 82 per cent.

Table 22: Analysis of LTIFR change over time (3-15 years)

	Years Accredited under the Scheme				
	3 years	**6 years**	**9 years**	**12 years**	**15 years**
Accredited Companies with Improved LTIFR	44%	58%	68%	74%	71%
Average Improvement to LTIFR	77%	88%	92%	89%	82%

Note: Figures are rounded. Where available, the baseline LTIFR is based on all of the companies' works on application, otherwise the first full biannual period data submission after accreditation is used as the baseline. All of the subsequent time periods are based on projects where they are the head contractor.

Figure 13: Accredited companies' LTIFR improvement over time



Workers' Compensation Premium Rates Over Time

Table 23 and Figure 14 below show the changes to Scheme accredited companies Workers' compensation premium rates (WCPR) over time.

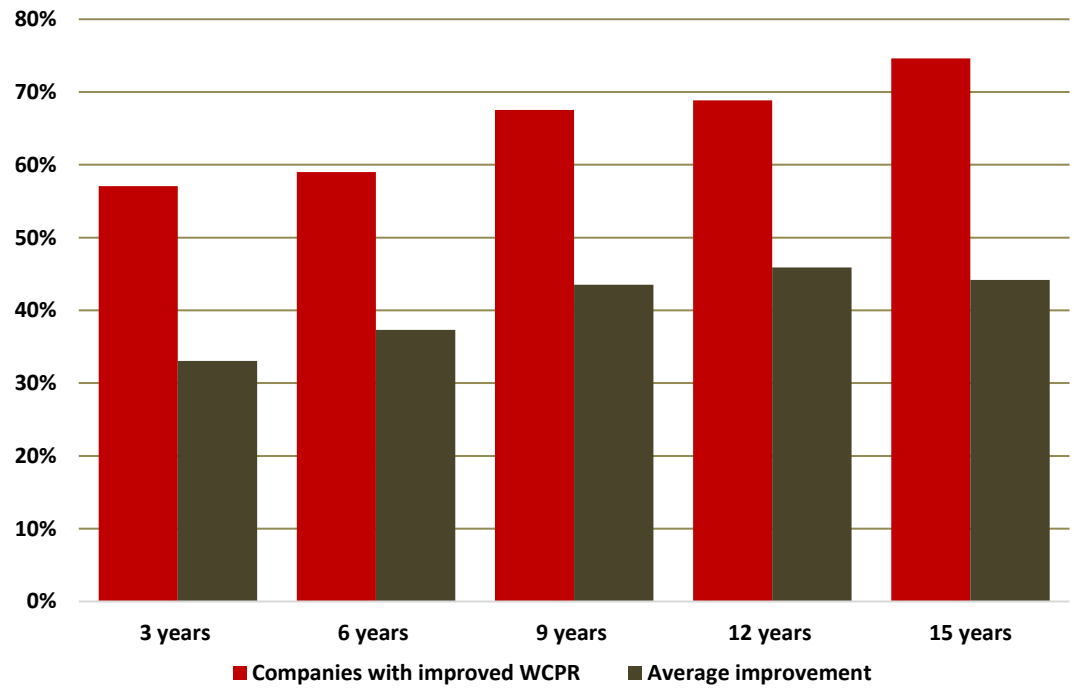
- After three years of accreditation, 57 per cent of companies reduced their WCPR by an average of 33 per cent.
- After six years this has increased to 59 per cent of companies having reduced their WCPR by an average of 37 per cent.
- After nine years, 68 per cent of companies reduced their WCPR by an average of 44 per cent.
- This WCPR reduction increases again after 12 years, with 69 per cent of companies reducing their WCPR by an average of 46 per cent.
- After 15 years, 75 per cent of companies reduced their WCPR by an average of 44 per cent.

Table 23: Analysis of WCPR change over time (3-15 years)

	Years Accredited under the Scheme				
	3 years	**6 years**	**9 years**	**12 years**	**15 years**
Accredited Companies with Improved WCPR	57%	59%	68%	69%	75%
Average Improvement to WCPR	33%	37%	44%	46%	44%

Note: Figures are rounded.

Figure 14: Accredited companies' Workers Compensation Premium Rate over time



FSC Annual Census

The OFSC conducts a voluntary, anonymous census on Scheme accredited companies every year. The 2024 Census had 201 completed responses across a broad range of accredited companies. Table 24 below shows the results for each of the key questions for the last five years.

Table 24: Summary of OFSC Census results for key questions, 2020-24

Companies stating that…..	Percentage by year				
	2020	2021	2022	2023	2024
The Scheme has improved safety **practices** in their company	80	82	82	69	73
They have achieved better safety **performance** by becoming accredited	93	99	99	96	96
The OFSC has contributed to improving overall safety in the Building and Construction industry	95	97	98	96	88
Accreditation represents value for money - Overall	87	87	95	94	87
- Newly accredited companies	97	100	89	100	97
Recommend Scheme accreditation to non-accredited companies	87	89	87	83	75
They are satisfied with the service provided by the OFSC overall	96	98	97	97	91
- OFSC staff are knowledgeable	97	99	95	99	97
- OFSC staff are courteous	99	99	98	100	98
- OFSC staff respond promptly to queries	93	94	93	93	89
- OFSC contact people are accessible	95	98	94	96	93
- OFSC staff clearly communicate responses	96	98	95	97	94
The guidance material provided by the OFSC is readily accessible	97	98	95	98	97
The guidance material provided by the OFSC is clear and easy to understand	88	89	91	98	91
The FSOs that have conducted audits were professional	95	97	96	96	97
The FSOs that have conducted audits were knowledgeable	96	98	95	97	96
They have undertaken a Scheme project	68	67	72	69	60
Survey response rate	*61*	*63*	*52*	*61*	***45****
Total number of responses	241	265	216	266	**201***

*From 2024, only completed surveys were counted towards the percentages and the response rate

Education

In addition to administering the Work Health and Safety Accreditation Scheme, the OFSC also has an educative function. The OFSC produces a range of materials including webinars, case studies, factsheets and other guidance to encourage higher safety standards and promote innovation and best practice.

With all of its educational work, the OFSC aims to be data driven, focusing on trends and areas of significant risk and concern, and to support organisational priorities. Educational resources are also informed by feedback received from accredited companies through the Annual Census, from industry stakeholders, and the OFSC's Industry Reference Group.

Educational resources and guidance for the building and construction industry can be found on the OFSC's website and its social media.

Tipper Truck Safety

Tipper truck safety continues to be an area of significant risk for the building and construction industry with high rates of related incidents. In recognition of Workers' Memorial Day and World Day for Safety and Health at Work 2024, the OFSC released a practical infographic to assist site supervisors in identifying and controlling key risks onsite where people are interacting with plant.

View the resource here.

Health Surveillance and Exposure Monitoring

Exposure to asbestos and silica leads to serious long-term health conditions. The OFSC is particularly concerned about these risks to workers in the building and construction industry.

Further, the Health Surveillance and Exposure Monitoring audit criteria, WH14, continues to be amongst the most concerning for the OFSC with a 28.2% Corrective Action Report issue rate in 2024.

Our dedicated webinar with Federal Safety Officer Brett Jones addressed this criteria and offered practical guidance on how companies can improve their performance and increase safety standards.

View the resource here.

Safe Work Month 2024

The OFSC participates in Safe Work Australia's National Safe Work Month campaign each October. In 2024, the OFSC focused on 'safety leadership' and highlighted senior managers from accredited companies who are driving positive safety culture.

In 2024, the 'Senior Management Commitment' audit criteria (FP1) was the worst performing with a 36.3% Corrective Action Report issue rate. The OFSC produced two different video resources for the 2024 campaign to support broad engagement across the industry.

The 'Safety Leadership' webinar featured Richard Nicholson from Nicholson Construction, Stephen Theisz from Kane Constructions and Jason Spears from CPB Contractors in conversation with FSC David Denney.

View the resource here.

The OFSC also produced a short video with Michelle Nation from Seymour Whyte, Stephanie Graham from Lendlease, and Anna Flynn from Black Cat Civil on how they build a strong pro-safety culture in their organisations.

Glossary

Accreditation – The certification by Federal Safety Commissioner of a builder's safety management system as meeting the requirements of the Scheme. This allows the builder to tender for Australian Government projects.

Accredited company – A construction company that has been accredited under the Scheme. This company may be accredited in its own right, or part of a joint accreditation.

Audit – Accredited Scheme companies are subject to an ongoing audit program, which involve periodic inspections of the Work, Health and Safety processes relevant to the construction they undertake.

Dangerous occurrence – A work-related occurrence on Scheme Projects where no person is injured, but could have been injured, resulting in serious personal injury, incapacity or death. Also commonly called a "near miss".

Fatality – A work-related occurrence on any project where the accredited contractor is the head contractor that results directly or indirectly in the death of a person. Deaths due to natural causes that occur on the project site are reportable to the OFSC but are excluded from this report.

Lost Time Injury (LTI) – A work-related occurrence on a Scheme or a Non-Scheme Project where the project value is $4 million or more and the accredited contractor is the head contractor, that results in a permanent disability or time lost from work of one day shift or more.

Medically Treated Injury (MTI) – A work-related occurrence on a Scheme or a Non-Scheme Project where the project value is $4 million or more and the accredited contractor is the head contractor that results in the treatment by, or under the order of, a registered medical practitioner, or any injury that could be considered as being one that would normally be treated by a medical practitioner.

Injury frequency rate – Injury frequency rates are calculated by the number of incidents over a period divided by hours worked over the same period, multiplied by 1,000,000.

- LTIFR (Lost Time Injury Frequency Rate) - The rate 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 rate of occurrences of medically treated injuries, which are defined as those 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. Fatalities are excluded from the calculation as they have a negligible effect on the frequency rates.

Indigenous owned business – An accredited company that identifies as being at least 50 per cent indigenous owned.

Joint accreditation – An accreditation that consists of two or more companies.

Joint ventures – A project managed by more than one accredited company.

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

Corrective 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 on-site activities. There are two levels of CARs that can be raised as a result of OFSC audits, major and minor non-conformances.

Scheme project – A construction project where an accredited company is the head contractor and has a value of $4m or more and

- is directly funded by the Australian Government, OR
- is indirectly funded by the Australian Government, AND
- the value of the Australian Government contribution to the project is at least $6 million (including GST) and represents at least 50 per cent of the total construction project value OR
- the Australian Government contribution to a project is $10 million (including GST) or more, irrespective of the proportion of Australian Government funding.

Non-scheme project – A construction project where the accredited company is the head contractor and has a value of $4 million or above but does not otherwise meet the Scheme project criteria above.