

Occupational health, safety and risk

We are committed to providing a healthy and safe environment for all employees, contractors, visitors and members of the public.

Occupational health and safety

We have developed and implemented a safety management system and programs. These actively promote and improve the health, safety and wellbeing of all employees. And, so far as is reasonably practicable, prevent workplace injuries and illnesses.

We share health and safety information and consult with employees and other stakeholders about how to ensure we have a safe workplace.

This approach ensures all our employees, contractors and visitors understand their duties and cooperate with us in our actions around workplace and community safety.

We are committed to continually improving our safety management system, programs and initiatives. This contributes to a positive safety culture. It also puts us in a good position to expand and develop our most valuable resource: our employees.

Key safety initiatives undertaken during this year include:

- SafetyMAP surveillance audits in Social Support Services, Aquatic and Leisure Services, Youth Services, Amenity and Compliance, and Property Services
- safety, health and wellbeing coaching for managers, supervisors and coordinators
- endorsement of our occupational health and safety (OHS) road map. This will guide our strategic approach to health and safety over the next 3 years.

Occupational health and safety training 2019-20

Course	Courses run	Attendees (instances)
Chemical safety awareness training	2	23
Compliance training	online	1,190
Mental health awareness training	9	104
Emergency management training	10	64
Traffic and roads awareness training	3	25
OHS and injury management training	5	102
Manual handling training	12	168
Total	41	1,676

Injury management

We take the safety, health and wellbeing of our employees seriously.

Where an employee is injured at work, we offer them access to an early intervention program. This is to ensure treatment to their injury starts as soon as reasonably practicable. When an employee submits a WorkCover claim, the claim is actively managed to ensure, as far as is practicable, an early, safe and sustainable return to work.

There were 403 incidents reported during this year. These incidents represented:

- 100 near misses
- 74 motor vehicle incidents
- 27 plant and equipment incidents

- 43 hazards.

There were 159 injuries represented across the 403 incidents.

We provide a range of programs and targeted interventions to prevent injuries from occurring. Ongoing initiatives include the:

- early intervention program
- manual handling task-specific training
- ergonomic assessments
- a targeted health and wellbeing program
- injury management results.

Injury management results

Incidents reported (including injuries)	403
Injuries reported	159
Claims	26
Average claim cost	\$69,763
Employees returned to work*	22
Staff who did not return to work	3

*For return to work information, only time lost claims have been included.

Employee health and wellbeing

We support our employees to manage their health and wellbeing through ongoing education programs and initiatives.

Mental health was the focus of our health and wellbeing program over the past 12 months. In 2019 we invited Hakeem al-Araibi as a guest speaker. Hakeem is a local soccer player of Bahraini descent who fled to Australia in 2014. He became known to the broader community in 2018 when he was arrested and imprisoned in Thailand and threatened with deportation. Hakeem reflected on the impact these events had on his mental wellbeing.

Employees participated in a range of physical activity sessions at Coburg Leisure Centre during the year. We also delivered short seminars covering topics including nutrition, mindfulness and breast health.