

2018 Benchmarking Report **Summary of the findings**

For the period 1 January 2018 to 31 December 2018, plus five-year trends

This report summarises information in the Forum's full Benchmarking Report.

The full report includes detailed sector results. It is available to all participants who contribute their data to the benchmarking project.

If you would like to join the project and receive the full report please email:

benchmarking@zeroharm.org.nz

Introduction

This report provides a summary of health and safety performance for Business Leaders' Health and Safety Forum members participating in the benchmarking initiative. This is our seventh annual benchmarking report. It includes results for the 2018 calendar year and some trends for the five years from 2014 to 2018.

This benchmarking initiative was set up by members to help them identify and compare performance, to support decision-making and to track progress towards the Forum's goals.

77 members took part in benchmarking in 2018, up from 76 in 2017, providing data for 84 'entities' within their businesses. The hours worked (sample size) for employees decreased to 124.5 million hours, from 176.2 million in 2017.

Limitations on the data

This report largely focuses on injury rates, and these indicators have significant limitations. They are lag measures and do not reflect how well critical risks or health hazards are being managed. However, they do measure the acute harm caused by work. Capturing this information is recommended by international standards such as Global Reporting Indicators and the International Labour Organisation Code of Practice on Recording and Notification of Occupational Accidents and Diseases.

This report is based on OSHA* definitions for reporting injury outcomes. All frequency rates are based on 200,000 hours worked.

Five-year trends for employees: 2014-2018



6%
DECREASE
 in total recordable
 injury frequency rate



61%
INCREASE
 in all injury
 frequency rate

* Occupational Safety and Health Administration (OSHA) is the United States health and safety agency.



40%
INCREASE

in the severity rate
of lost-time injuries



40%
INCREASE

in near-miss reporting
frequency rate

2018 trends for employees

77 FORUM MEMBERS
participated in the 2018 report

4 REPORTED 'ZERO HARM'
(no employee recordable injuries)

18% INCREASE IN TRIFR
to **3.68** from 3.13

**70% INCREASE IN
NEAR-MISS REPORTING**
to **25,425** from 21,135

Key results

No fatalities in 2018

No employees or contractors were recorded as losing their lives while doing work for participants in the Benchmarking initiative in 2018.

Injuries to employees rose

By contrast the key injury indicator, Total Recordable Injury Frequency Rate (TRIFR), rose for employees in 2018 to 3.68 from 3.13 in 2017. The Lost Time Injury Frequency Rate (LTIFR) for employees remained the same at 1.48. There was an increase in the severity of injuries, with the Days Lost Frequency Rate rising to 19.68 from 9.4.

Across participating members there were 12,245 work days lost to injuries.

21 companies had a TRIFR rate less than 1 per 200,000 hours worked.

2290 injuries required medical or more significant treatment.

Five-year trends for employees

TRIFR for employees has decreased 6% since 2014.

The Medical Injury Treatment Rate fell 14% and the Lost Time Injury Rate fell 1%. However, the First Aid Injury Rate rose 119% and the All Injuries Rate (AIFR) 61%. The Near Miss Reports also rose 40%.

The number of reported occupational illnesses rose from 10 in 2014 to 24 in 2018.

Reported incident frequency rates – employees

Measure (frequency rate)	2014	2015	2016	2017	2018	Annual change %	5-year change %
Total recordable injuries	3.93	4.53	3.29	3.13	3.68	18%	-6%
Near-miss reports	29.15	39.30	31.09	23.99	40.86	70%	40%
First aid injury	4.49	6.67	12.78	7.75	9.85	27%	119%
Medical treatment injury	2.12	2.50	1.42	1.23	1.83	49%	-14%
Restricted work injury (RWI)	0.31	0.36	0.32	0.45	0.37	-18%	18%
Occupational illness	0.01	0.03	0.04	0.05	0.04	-29%	286%
Lost time injury (LTI)	1.50	1.66	1.54	1.48	1.48	0%	-1%
All injuries	8.42	11.20	16.07	10.88	13.53	24%	61%
Days lost (LTI)	14.10	16.00	11.86	9.40	19.68	109%	40%
Days lost (RWI)	0.80	1.40	1.54	1.76	4.45	153%	456%

Frequency rates based on 200,000 hours work.

Reported incidents – employees

Measure	2014	2015	2016	2017	2018	Annual change %	5-year change %
Total recordable injuries	2842	2802	3060	2756	2290	-17%	-19%
Near miss	21,101	24336	28931	21135	25425	20%	20%
First aid injury	3251	4132	11894	6830	6127	-10%	88%
Medical treatment injury	1537	1549	1325	1082	1141	5%	-26%
Restricted work injury (RWI)	221	224	298	393	228	-42%	3%
Occupational illness	10	16	34	48	24	-50%	140%
Lost time injury (LTI)	1084	1027	1436	1304	920	-29%	-15%
Fatal	0	0	0	3	0	-100%	0%
All injuries	6093	6933	14954	9586	8417	-12%	38%
Days lost LTI	10,205	9908	11031.5	8284.5	12245	48%	20%
Days lost RWI	581	868	1436.5	1547	2766.5	79%	376%

Contractor injuries

For contractors, TRIFR fell to 1.77 in 2018. The AIFR rose to 5.68.

The Near-miss reporting frequency rate rose to 121.23.

Definitions

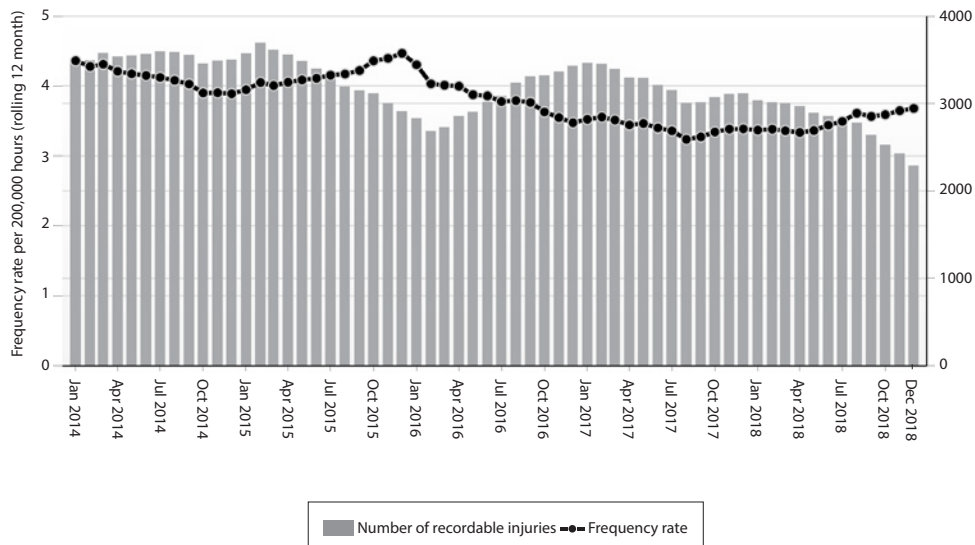
- **Restricted work injury:** Where an injury prevents a return to work on normal duties for 1 day/shift or more
- **Lost time injury:** Where an injury prevents a return to work for 1 day/shift or more
- **Medical treatment injury:** Any significant work-related injury or illness diagnosed by a physician or other licensed health care professional. Includes managing and caring for a patient to combat a disease or disorder
- **Total recordable injury:** Total medical treatment injuries, restricted work injuries, lost time injuries and fatal injuries
- **First aid injury:** An injury requiring minor treatment
- **All injuries:** Total recordable injuries plus first aid injuries
- Frequency rates based on 200,000 hours worked
- See detailed definitions at:
www.zeroharm.org.nz/assets/docs/benchmarking/benchmarking-tool-manual.pdf

Contractor performance compared with employee performance

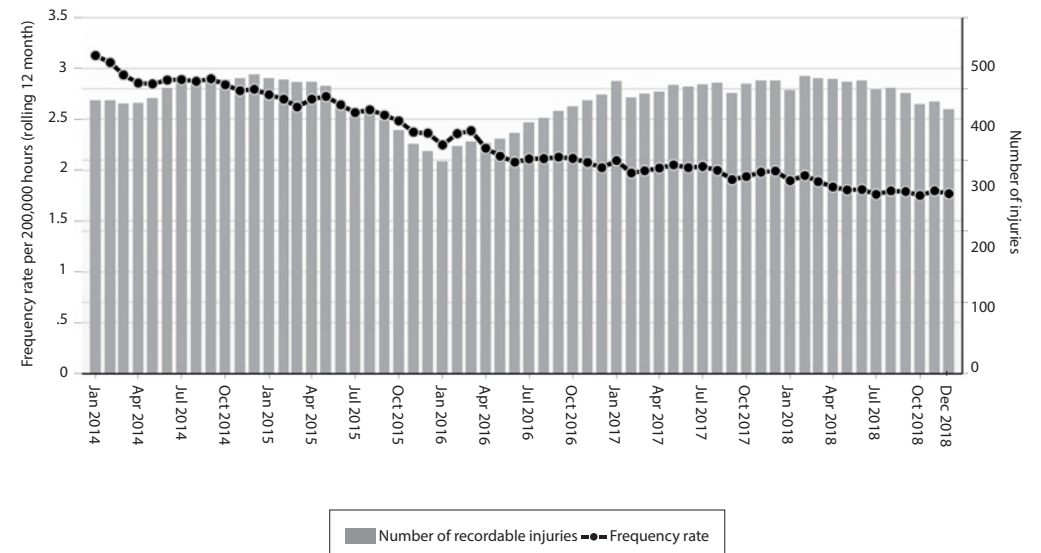
Measure (frequency rate)	Contractor 2014	Contractor 2015	Contractor 2016	Contractor 2017	Contractor 2018	Employee 2018
Total recorded Injuries	2.76	2.29	2.2	1.95	1.77	3.68
Near-miss	195.04	184.13	144.76	103.18	121.23	40.86
First aid	7.06	5.26	3.91	3.08	3.91	9.85
Medical treatment injury	1.14	0.92	0.96	0.83	0.66	1.83
Restricted work injury (RWI)	0.4	0.32	0.19	0.2	0.27	0.37
Lost time injury (LTI)	1.21	1.05	1.04	0.92	0.84	1.48
Fatal	0	0.008	0.005	0.01	0	0
All injuries	9.82	7.55	6.11	5.03	5.68	13.53
Days lost LTI	7.13	9.72	6.11	5.3	5.68	19.68
Days lost RWI	0.87	2.46	0.75	1.32	2.08	4.45

Forum results – total recordable injuries

Total recordable injuries – Employees

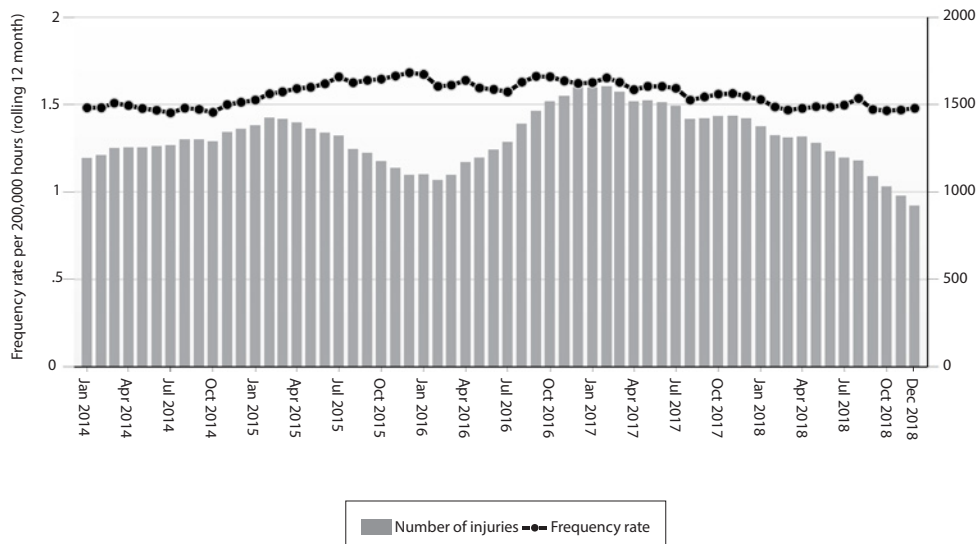


Total recordable injuries – Contractors

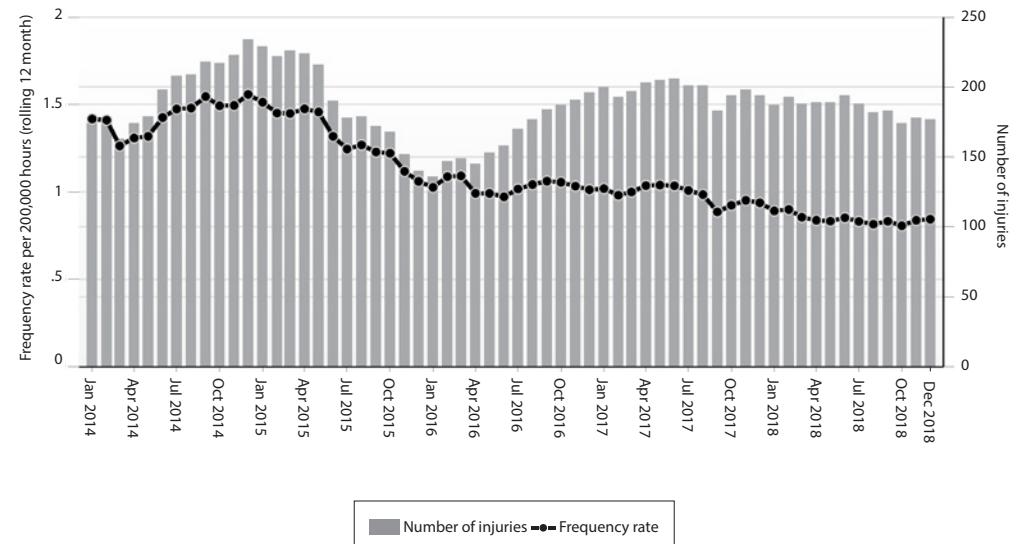


Forum results – lost time injuries

Lost time injuries – Employees



Lost time injuries – Contractors



Note the number of cases (grey bars) may increase while the frequency rate reduces, as the rate will depend on the number of hours worked over the rolling 12 month period

Who's involved

77 members took part in benchmarking.

In 2018, 77 Forum members contributed data for employees across 84 entities*, up from 76 members last year. The hours worked (sample size) decreased to 124.5 million hours (from 176.2 million in 2017).

In 2018, 31 companies recorded a total of 41.9 million hours worked by their contractors.

Industry Sector	Entities providing data
Agriculture, Forestry and Fishing	3
Construction	10
Defence, Public Order and Safety	0
Education and Training, Health Care and Social Assistance, Arts and Recreation	1
Information Media and Communications; Finance and Insurance; Property services; Business services; Business Support Services; Public Administration	9
Manufacturing	10
Mining, Utilities, and Waste Management	16
Other Services	7
Retail Trade, Accommodation, and Food Services	5
Wholesale Trade, Transport, Postal, and Warehousing	23
TOTAL	84

**Some members operate in more than one sector and entered data in more than one sector category to reflect the activities of different business units. Industry classifications are based on ANZSIC level 1.*

This table shows which members participated in benchmarking

INDUSTRY	Agriculture, Forestry and Fishing	Construction	Education and Training, Health Care and Social Assistance, Arts and Recreation	Information Media and Communications; Finance and Insurance; Property Services; Business Services; Business Support Services; Public Administration	Manufacturing	Mining, Utilities, and Waste Management	Other Services	Retail Trade, Accommodation, and Food Services	Wholesale Trade, Transport, Postal, and Warehousing
Member	<ul style="list-style-type: none"> Ernslaw One – Forestry Hikurangi Forest Farms PF Olsen 	<ul style="list-style-type: none"> Cassidy Construction Citycare – Construction Contech BBR ECL Group Fulton Hogan KiwiRail Construction McConnell Dowell Constructors Naylor Love Construction PAE NZ (Construction) Taylor Contracting Co 	<ul style="list-style-type: none"> Summerset Group 	<ul style="list-style-type: none"> Accident Compensation Corporation AgResearch GNS Science Housing New Zealand IMPAC KiwiRail Corporate Business Services PAE NZ (BSS) The NZ Institute for Plant and Food Research Tonkin Taylor 	<ul style="list-style-type: none"> Barkers Bridgestone Coca Cola Amatil (NZ) Dominion Salt Fonterra Freshpork Methanex New Zealand Refining NZ Silver Fern Farms Tenon 	<ul style="list-style-type: none"> Bay of Plenty Regional Council Chorus New Zealand Citycare - Mining, Utilities and Waste Contact Energy Counties Power DELTA Utility Services Genesis Energy Guaranteed Flow Systems Horizon Energy Meridian Energy Northpower Powerco Shell Todd Oil Services Siemens New Zealand Top Energy Watercare Services 	<ul style="list-style-type: none"> AECOM BECA Citycare - Parks Maintenance OCS Cannon Hygiene Opus International Consultants Recreational Services Worley Parsons 	<ul style="list-style-type: none"> AssureQuality Progressive Enterprises Restaurant Brands The Warehouse Z Energy 	<ul style="list-style-type: none"> 1st Maintenance Auckland International Airport Airways New Zealand BP Oil NZ Centreport CHEP New Zealand Christchurch International Airport Cold Storage Nelson Eastland Group Halls Group KiwiRail Freight Transport KiwiRail Interislander Transport KiwiRail Passenger Liquigas Lyttelton Port Co. Port Nelson Port of Napier Port of Otago Port Taranaki Ports of Auckland Red Bus Southport Wellington Airport

*Some members operate in more than one sector and entered data in more than one sector category to reflect the activities of different business units. As a result, those members are counted more than once in the table above.

About this report

Visit www.zeroharm.org.nz/resources/benchmarking for more information, including a link to the online tool and definitions.

Limitations on the data

This report may not necessarily reflect the level of risk of serious or fatal harm within participating businesses.

The data in this report may be subject to errors relating to the way it is collected, classified and reported by member organisations and with collation of results. In particular, data quality is impacted due to the fact that some Forum members do not populate all measures or apply the OSHA definitions for reporting injury outcomes. The Forum adopted a common injury reporting standard (OSHA) and injury classification standard (based on ANZSIC level 1) in December 2011 to improve the quality and reliability of benchmarking data.



Contact Impac

Email: contactus@impac.co.nz

Phone: 0800 246 722

Web: www.impac.co.nz

About the Business Leaders' Health and Safety Forum

The Business Leaders' Health and Safety Forum inspires and supports its members to become more effective leaders on health and safety. The Forum has over 360 members, who are CEOs or Managing Directors of significant New Zealand companies, or companies operating in high risk environments.

Contact us

Email: info@zeroharm.org.nz

Phone: +64 4 499 1897

Or find out more at: www.zeroharm.org.nz