

2021 BENCHMARKING REPORT & CRITICAL RISK SURVEY FINDINGS

Summary of the findings

For the period 1 January 2021 to 31 December 2021, plus five-year trends.

This report summarises information in the Forum's full Benchmarking Report. The full online 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 have access to the full report please email: benchmarking@forum.org.nz

For the first time this year, the Forum concurrently ran a survey of benchmarking contributing members focusing on critical risk and critical control management. This summary report also outlines these findings.

KEY INDICATORS

(For all workers – employees & contractors)



Key results – Benchmarking

This report provides a summary of health and safety performance for Business Leaders' Health and Safety Forum members participating in the benchmarking initiative. This initiative helps members understand and compare their performance, and helps track progress towards the Forum's goals.

The results show an overall 2021 Total Recordable Injury Frequency Rate of 4.51 (employees and contractors). This was a 14.04% increase on the 2020 result.

The Near Miss Reports have increased by nearly 80% in 2021 compared with 2020. In theory these should be high if a business has a mature culture and good reporting systems. Less mature companies often don't record them either because they don't have the systems in place, or their teams are not talking about them.

In 2021, 79 members took part in benchmarking, compared with 74 in 2020. The hours worked (sample size) was 199 million hours worked for employees and 45 million hours worked for contractors.

This initiative uses OSHA definitions for injuries, and all frequency rates are based on 200,000 hours worked.

Reported frequency rates

All workers – employees and contractors combined

	2021	2020	2019	2018	2017
Total Recordable Injuries	4.51	4.66	5.35	3.17	2.96
First Aid Injuries	12.37	9.37	11.92	8.32	6.98
Medical Treatment Injuries	1.58	2.13	1.77	1.54	1.20
Restricted Work Injury	0.66	0.6	1.35	0.33	0.38
Days Lost (RWI)	22.61	23.86	17.92	3.73	2.39
Lost Time Injuries	2.26	1.95	2.22	1.29	1.38
Days Lost (LTI)	39.15	39.27	29.44	15.72	10.00
All Injuries	16.88	14.03	17.27	11.49	9.94
Occupational Illness	0.01	0.02	0.01	0.02	0.04
Near Miss Reports	52.51	34.47	49.59	29.02	18.50

12 month rolling average

Who's involved

Agriculture, Forestry, Fishing: Dairy NZ, Ernslaw One – Forestry, Landpower, OSPRI New Zealand, Pāmu, PF Olsen, PGG Wrightson, PKW Farms, Ravensdown, T&G Global.

Construction: Calder Stewart, Fletcher Construction, Fulton Hogan, Hynds Group, Naylor Love Construction, PAE, Pipeline and Civil Ltd, Taylors Contracting, Universal Homes.

Defence, Public Order, Safety: The Department of Corrections.

Education and Training, Health Care and Social Assistance, Arts and Recreation: Summerset Group.

Information Media and Communications, Finance and Insurance, Property Services, Business Services, Business Support Services, Public Administration: Accident Compensation Corporation, Christchurch City Council, Crestclean, Dairy NZ, GNS Science, Kainga Ora, Inland Revenue, Kordia, Plant and Food Research, Manaaki Whenua – Landcare.

Manufacturing: Barkers, Fonterra, Freshpork NZ, Hamilton Jet, Hutec Engineering, Longveld, Methanex New Zealand, Silver Fern Farms, Tasti Products.

Mining, Utilities, Waste Management: Chorus New Zealand, Connetics, Counties Power, DELTA Utility Services, Electrix, Genesis Energy, Horizon Energy Group, Mercury, Meridian Energy, Northpower, OMV NZ, Powerco, The Lines Company, Transpower, Vector, Waitomo Group Ltd., WEL Networks, Wellington Water, Whitaker Civil Engineering.

Other Services: BECA, Terra Cat, Worley Parsons.

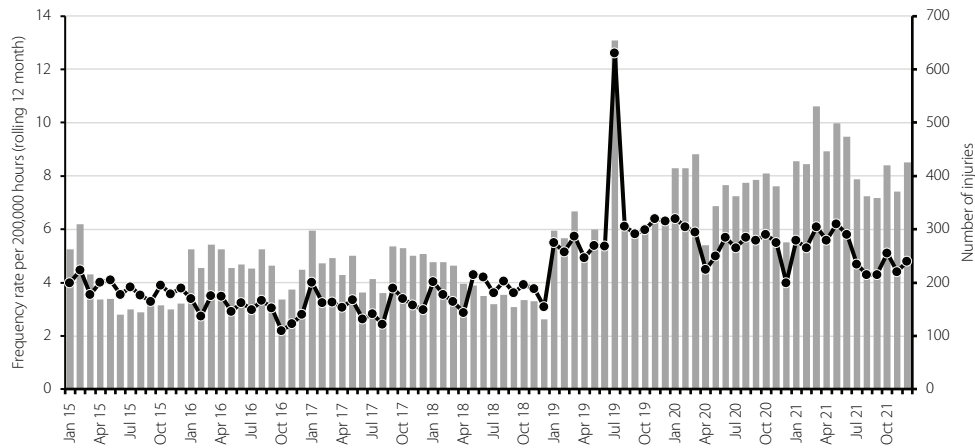
Retail Trade, Accommodation, Food Services: Animates, AsureQuality, Restaurant Brands, SkyCity Entertainment Group, Woolworths, Z Energy.

Wholesale Trade, Transport, Postal, Warehousing: 1st Maintenance, Airways NZ, Auckland Airport, BP NZ, CHEP NZ, Eastland Group, Liquigas, Lyttleton Port of Christchurch, NZ Post, Online Distribution, Port Nelson, Port of Otago, South Port NZ.

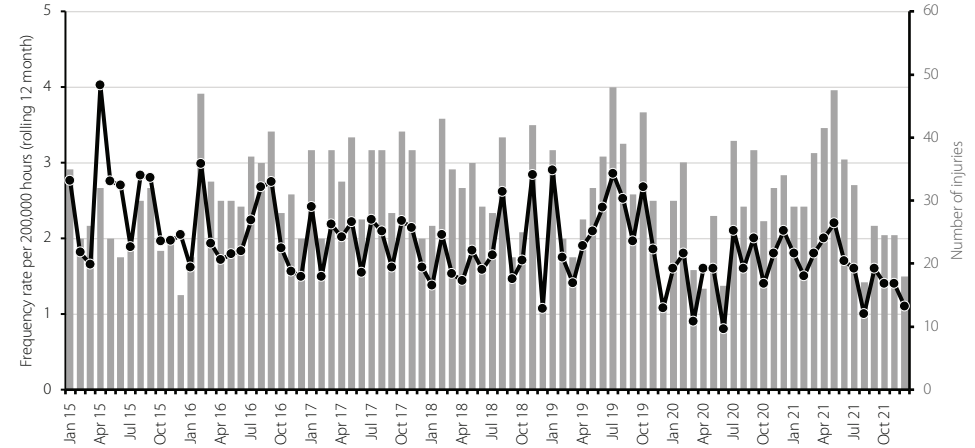
**Some members operate in more than one sector and entered data in more than one sector category to reflect the activities of different business units. As a result, those members are counted more than once in the table above.*

Key 5-year trends

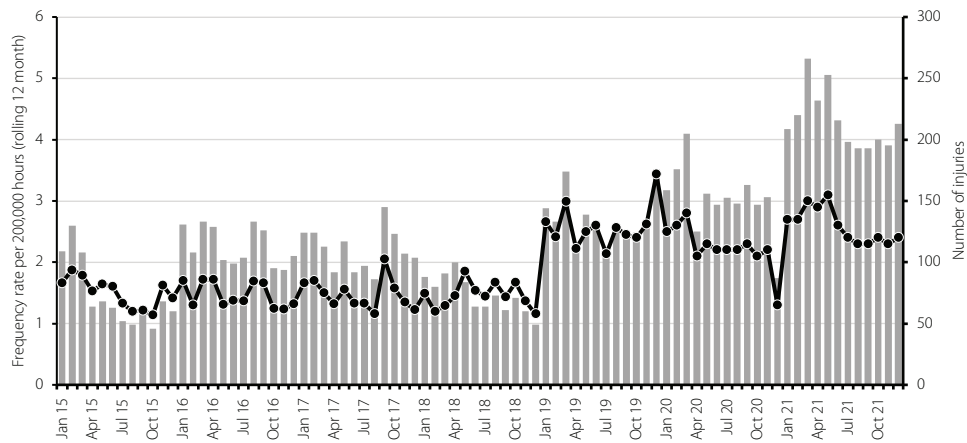
Total recordable injuries – Employees



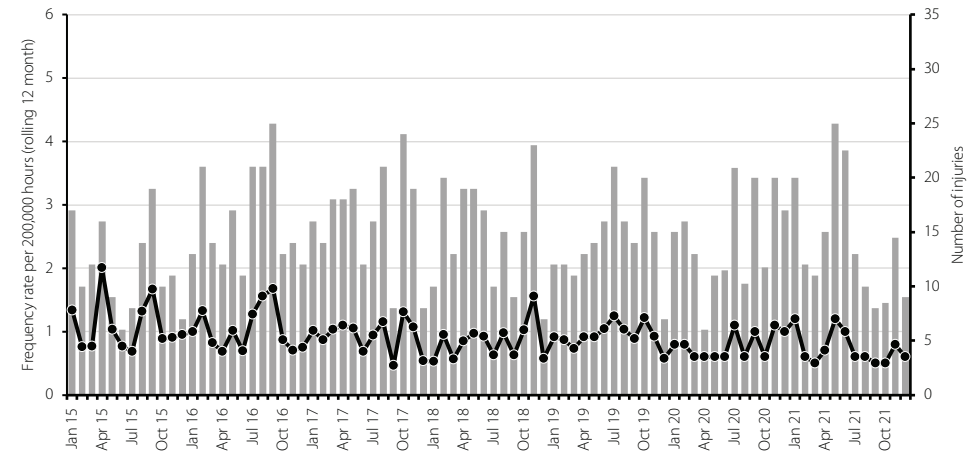
Total recordable injuries – Contractors



Lost time injuries – Employees



Lost time injuries – Contractors



■ Number of injuries —●— Frequency rate

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.

CRITICAL RISK SURVEY FINDINGS

In 2022 the Forum also ran a qualitative survey with benchmarking members to capture awareness, understanding and performance by Forum members around critical risks and the effectiveness of the controls they have in place. While harm data is important, we know it's important to gain more comprehensive insights to learn and improve.

Not all of the 79 businesses involved in the benchmarking initiative took part, however 53 organisations responded. Of those, the findings pointed to a high understanding and awareness about the importance of critical risks and critical controls.

82% of respondents said they had identified critical controls for each of its critical risks – although less than half said there was no clarity about who owns or is accountable for each control. External advice, followed by WorkSafe guidance, had the highest ranking for how organisations determined their critical controls.

When it comes to verifying the effectiveness of all critical risk controls, 75% said they had a plan for this, however more than half said their Board members and senior executives only used one method of verifying the presence of controls.

Positively, 87% said its organisation has asked it workers whether they think the critical risk controls effectively protect them from identified critical risks, and 93% said their organisation had a system to analyse incidents for the presence or absence of critical controls.

These findings could help you to prompt a very useful discussion with your executive leaders and Board. Some questions you could put to your leadership teams around these findings include:

- **How confident are you that your critical risks have critical controls?**
- **What needs to be true for your critical risks and controls to be clearly owned by leaders in your organisation?**
- **How could you improve the diversity of information and perspectives your executive team and Board access to verify the presence of effective critical controls?**

Thank you to those organisations who participated in this survey.

ABOUT THIS REPORT

About the data

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

All frequency rates are based on 200,000 hours worked.

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.

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.



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 nearly 400 members, who are CEOs or Managing Directors of significant New Zealand companies, or companies operating in high-risk environments.

Contact us

Email: benchmarking@forum.org.nz or find out more at: www.forum.org.nz