



**SOUTH AUSTRALIA POLICE**  
KEEPING SA SAFE

Your Ref:

Our Ref: 19-0607

Enquiries:

Telephone: 7322 3347

Facsimile: 7322 4180

Ms Alison Sandy  
560 Sir Samuel Griffith Drive  
MOUNT COOT-THA QLD 4066

Dear Ms Sandy,

**Re: Freedom of Information Act application**

I refer to your application made pursuant to the Freedom of Information (FOI) Act 1991 in which access was sought to the following information:

*"All Work Health Safety and Injury Management Reports since 1 July, 2018 to the date of this application."*

South Australia Police (SAPOL) has located documents that are associated with the wording of your FOI application. The documents are numbered and described in the following schedule. The schedule contains the details of the determination in compliance with section 23. In particular, note the grounds on which access has been refused, including the reasons which are contained in the schedule.

SA POLICE - FREEDOM OF INFORMATION UNIT SCHEDULE				
No.	Document Description	Status	Act	Reason
1.	Work Health Safety and Injury Management Report dated July 2018 consisting of 12 pages	Part Release	Clauses: 6(1) 13(1)(b)(i) 13(1)(b)(ii)	<b>Clause 6(1)</b> The definition of 'personal affairs' found at Part 4 of the FOI Act 1991, which is not an exhaustive list, was considered and the view formed was that portions of the text within the documents is exempt as it is the personal affairs of third parties, not being Ms Alison Sandy. The exempted text is the name of the SAPOL unit, section or branch.  The following factors were considered as to whether or not it would be unreasonable to disclose those locations:
2.	Work Health Safety and Injury Management Report dated August 2018 consisting of 12 pages			
3.	Work Health Safety and Injury Management Report dated September 2018 consisting of 12 pages			



				<ul style="list-style-type: none"> <li>• <i>The very nature of a members place of work would disclose their personal affairs; and</i></li> <li>• <i>It was considered improbable that the personal affairs were already in the public domain; and</i></li> <li>• <i>There is a strong public interest in protecting an individual's privacy; and</i></li> <li>• <i>There is a potential for the document to be disseminated to other parties and published to the world at large.</i></li> </ul> <p><b><u>Clause 13(1)(b)</u></b></p> <p>The information that has been redacted contains information that has been collated from a Hazard and Incident Reporting System (HIRS). Members of SAPOL are encouraged to report incidents which are then investigated to prevent repeat incidents. Should this information become public knowledge, I am of the opinion that disclosure might reasonably be expected to prejudice future reports by SAPOL members. The following factors were considered as to whether or not it would be contrary to the public interest to disclose:</p> <ul style="list-style-type: none"> <li>• <i>SAPOL encourages members to make voluntary provision of information and provides assurances that confidentiality will be maintained;</i></li> <li>• <i>Members may be less than forthcoming in providing information in circumstances where they fear disclosure of the nature and extent of their opinions or of information they have provided in confidence;</i></li> <li>• <i>It is reasonable to assume that the members completing HIRS do so believing that the contents</i></li> </ul>
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				<p>of the document will remain 'in confidence';</p> <ul style="list-style-type: none"> <li>• Knowledge that the content of the documents may not remain confidential and may be the subject of disclosure pursuant to the FOI Act 1991 would cause a depressing effect of the reporting of matters which employees are obligated to report;</li> <li>• The documents have been prepared on the assumption that the information provided is confidential.</li> </ul>
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#### CLAUSE FOR REFUSAL

Clause 6(1) of Schedule 1 of the FOI Act which states:

*"A document is an exempt document if it contains matter the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of any person (living or dead)."*

Clause 13(1)(b) of Schedule 1 of the FOI Act which states:

*"A document is an exempt document if it contains matter the disclosure of which would found an action for breach of confidence; or if it contains matter obtained in confidence the disclosure of which might reasonably be expected to prejudice the future supply of such information to the Government or to an agency; and would, on balance, be contrary to the public interest."*

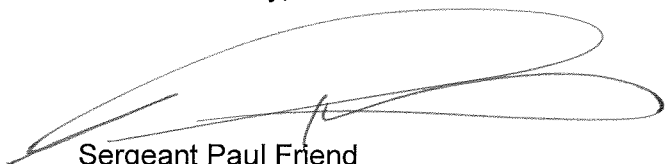
In accordance with the requirements of Premier and Cabinet Circular PC045, details of your FOI application, and the documents to which you are given access, will be published on the SAPOL website Disclosure Log. A copy of PC045 can be found at <http://dpc.sa.gov.au/what-we-do/services-for-government/premier-and-cabinet-circulars>. If you disagree with publication, please advise the undersigned in writing by **27 November 2018**.

#### Your rights to review

If you are dissatisfied with the determination for access to SAPOL records, you are entitled to exercise your right of internal review in accordance with section 29(1) of the FOI Act by completing a PD362 Application for Internal Review form which can be downloaded from <https://www.police.sa.gov.au/services-and-events/freedom-of-information> or available upon request at your nearest police station.

Alternatively an application may be made in writing to the SAPOL Freedom of Information Unit. This application must be lodged within 30 days from the date of this determination with a fee of \$35.00. Such a fee may be waived in the event of an exemption being claimed.

Yours sincerely,

A handwritten signature in black ink, appearing to be 'Paul Friend', written over a horizontal line.

Sergeant Paul Friend  
**Freedom of Information Unit**  
(Accredited Freedom of Information Officer)

31<sup>st</sup> October 2018

**South Australia Police**

# **Work Health Safety & Injury Management Report**

**JULY 2018**

## SAPOL KEY PERFORMANCE INDICATORS

## NEW CLAIMS

Following the BSE Targets, the target is a 30% reduction in claims by June 2022 from June 2012. Keeping in line with the BSE Target, SAPOL's target for 2018/2019 is a 20% reduction from June 2012.

	NEW CLAIMS						
	Base Year 2012	Claim Annual Target	Claims YTD Target	YTD Claims	Target Variance	%to FTE	Monthly Claims
Business Service	6	6	0	0	0	0.0%	0
Governance & Capability Service	11	8	1	3	2	1.3%	3
Crime Service	10	9	1	0	0	0.0%	0
Human Resources Service	18	10	1	0	-1	0.0%	0
Information Systems & Technology Service	1	2	0	0	0	0.0%	0
Metropolitan Operations Service	110	106	9	12	3	0.6%	12
Operations Support Service	16	13	1	2	1	0.4%	2
State Operations Service	98	87	7	10	3	0.7%	10
Security & Emergency Management Service	36	22	2	4	2	0.7%	4
Old Act	0	0	0	0	0	0.0%	0
<b>Total SAPOL</b>	<b>306</b>	<b>262</b>	<b>22</b>	<b>31</b>	<b>9</b>	<b>0.5%</b>	<b>31</b>

YTD Performance – 19.2% increase (from the 2012 base year)

## CLAIMS – DAYS LOST

SAPOL's target is a 5% reduction in days lost from the previous financial year. Please note, at the present time, there is a 34 week lag period to allow for time delays in the pay cycle and the recording of hours lost. This has been caused by resourcing issues with Injury Management Section. This should resolve in the next 2-3 months.

## NEW INJURIES

Target is a 10% reduction from 2017/2018.

	INJURIES						
	17/18 Total	Injury Annual Target	Injury YTD Target	YTD Injury	Target Variance	%to FTE	Monthly Injuries
Business Service	19	17	1	0	-1	0.0%	0
Governance & Capability Service	26	23	2	2		0.9%	2
Crime Service	39	35	3	4	1	1.0%	4
Human Resources Service	75	68	6	7	1	1.5%	7
Information Systems & Technology Service	11	10	1	0	-1	0.0%	0
Metropolitan Operations Service	544	490	41	49	8	2.5%	49
Operations Support Service	56	50	4	3	-1	0.6%	3
State Operations Service	418	376	31	27	-4	2.0%	27
Security & Emergency Management Service	100	90	8	8	1	1.4%	8
Old Act	0	0	0	0	0	0.0%	0
<b>Total SAPOL</b>	<b>1288</b>	<b>1159</b>	<b>97</b>	<b>100</b>	<b>3</b>	<b>1.7%</b>	<b>100</b>

YTD Performance – 6.54% decrease (from 17/18 total)

**HIRS 24 HOUR REPORTING**

Target is 90% for reporting hazards, injuries and near misses within 24 hours.

	Jul-18	Aug-18	Sep-18	Oct-18	Nov-18	Dec-18	Jan-19	Feb-19	Mar-19	Apr-19	May-19	Jun-19	YTD
BUS	100%												100%
G&CS	100%												100%
CRIME	100%												100%
HR	100%												100%
IS&T	100%												100%
MOS	100%												100%
OSS	100%												100%
SOS	100%												100%
SEMS	100%												100%

July Performance – 97%

YTD Performance – 97%

**HIRS 60 DAYS CLOSE OUT**

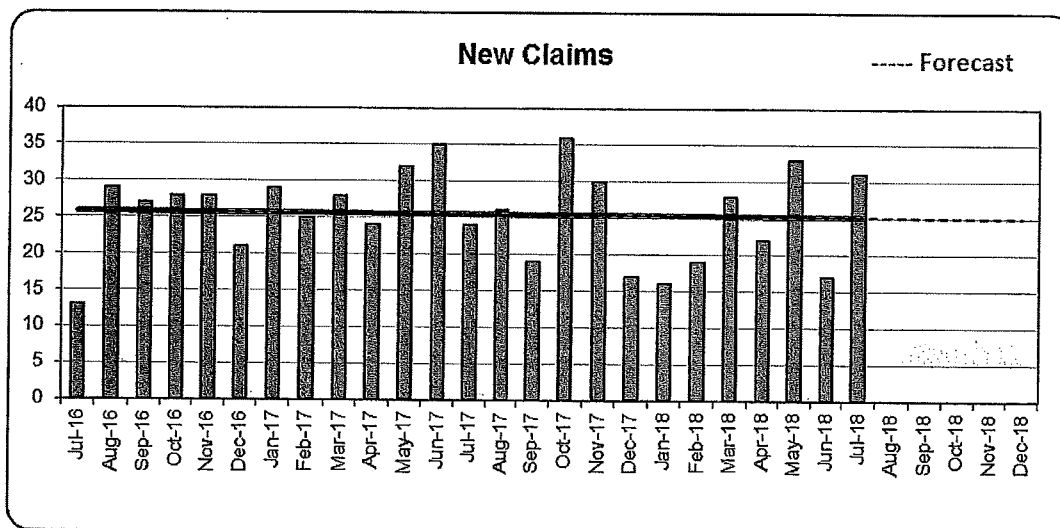
Target is 90% for reporting injuries and near misses within 60 days of submission.

	Jul-17	Aug-17	Sep-17	Oct-17	Nov-17	Dec-17	Jan-18	Feb-18	Mar-18	Apr-18	May-18	Jun-18	YTD
BUS	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%			100%
G&CS	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%			100%
CRIME	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%			100%
HR	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%			100%
IS&T	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%			100%
MOS	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%			100%
OSS	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%			100%
SOS	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%			100%
SEMS	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%			100%

April Performance – 99%

YTD Performance – 95%

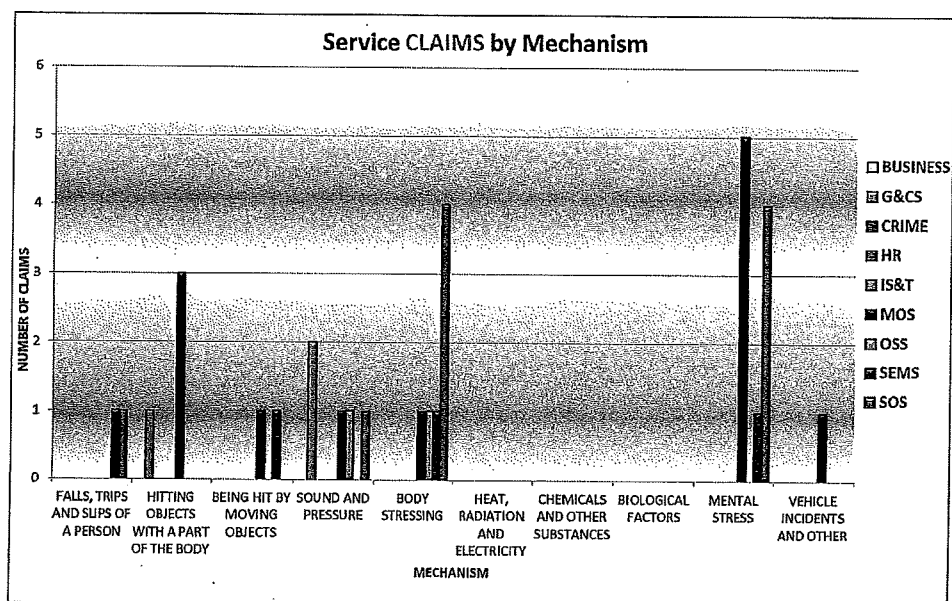
(There is a three month lag in reporting this KPI)

**CLAIMS****NEW CLAIMS – BY MONTH**

The new claims trend has started to slightly decrease. It is unlikely that this trend will continue.

**JULY 2018 CLAIMS**

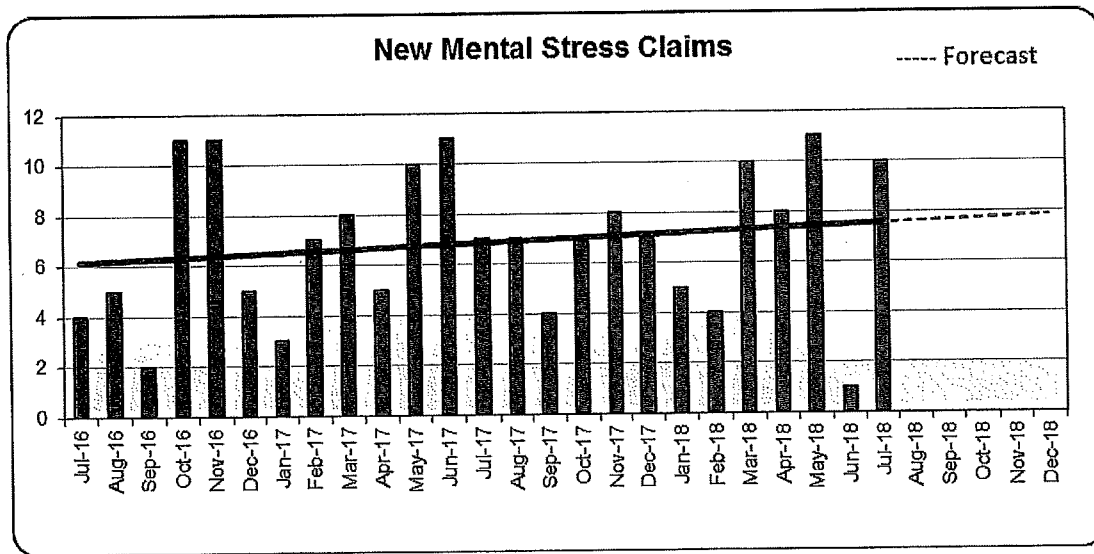
<b>OFFENDER</b> related	19%	(six claims)	June - 47%	(eight claims)
<b>OPERATIONAL</b> related	16%	(five claims)	June - 24%	(four claim)
<b>TRAINING</b> related	10%	(three claims)	June - 24%	(four claims)
<b>PSYCHOLOGICAL</b>	32%	(10 claims)	June - 6%	(one claim)
<b>OTHER</b> related	23%	(seven claims)	June - 0%	(nil claims)

**CLAIMS BY SERVICE**

Mental stress claims (32%) are SAPOL's top mechanism for the start of the 2018/19 financial year.



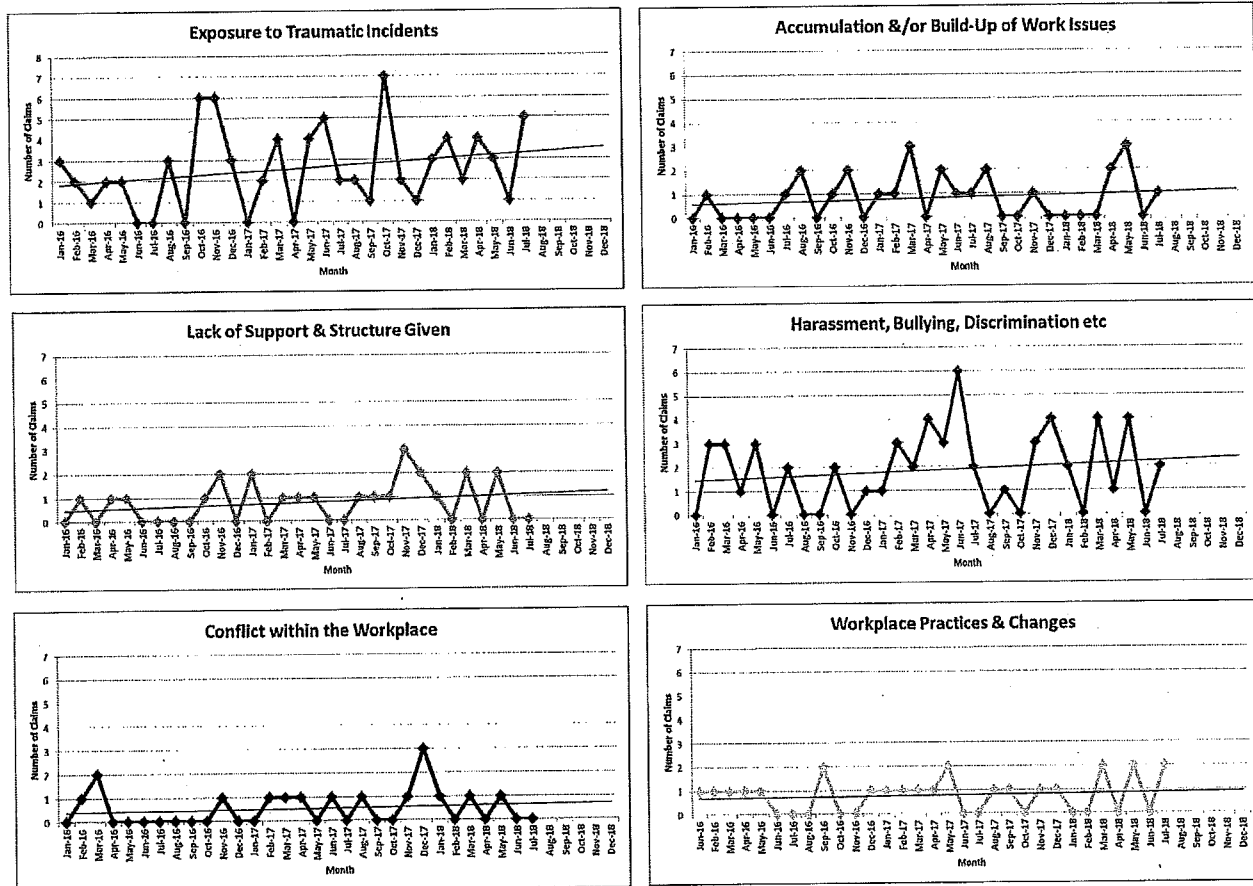
## NEW MENTAL STRESS CLAIMS

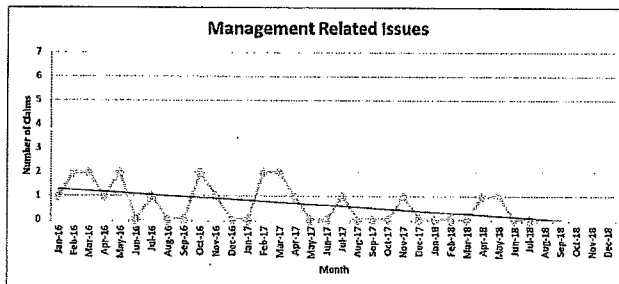
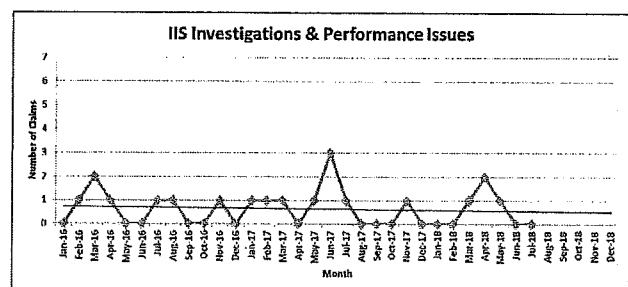
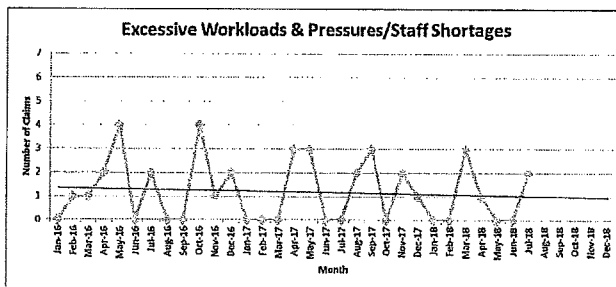


Mental stress claims in 2018 have been largely attributed to two main factors - exposure to traumatic incident/s (54%) and harassment/bullying (32%).

## STRESS CLAIMS BY CAUSATION

(the following graphs depict 'contributory factors' cited by claimants when submitting mental stress claims)

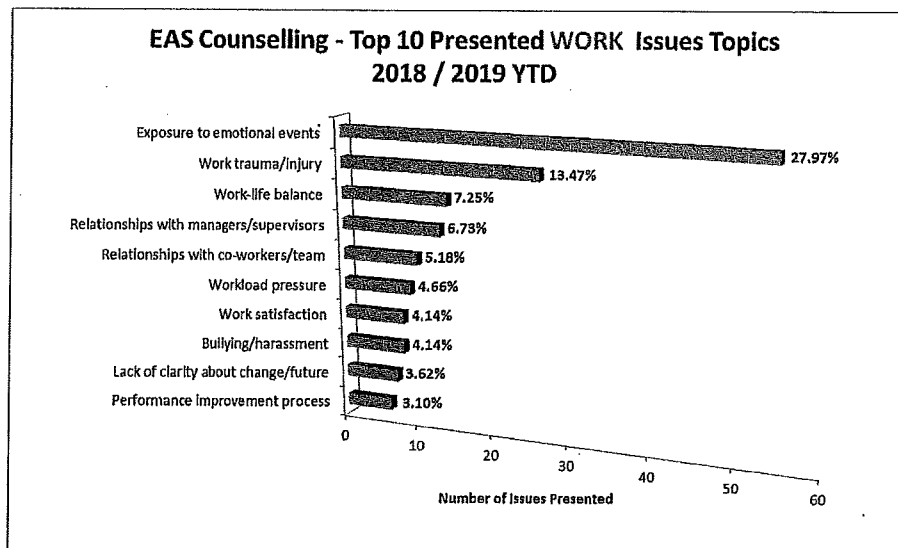


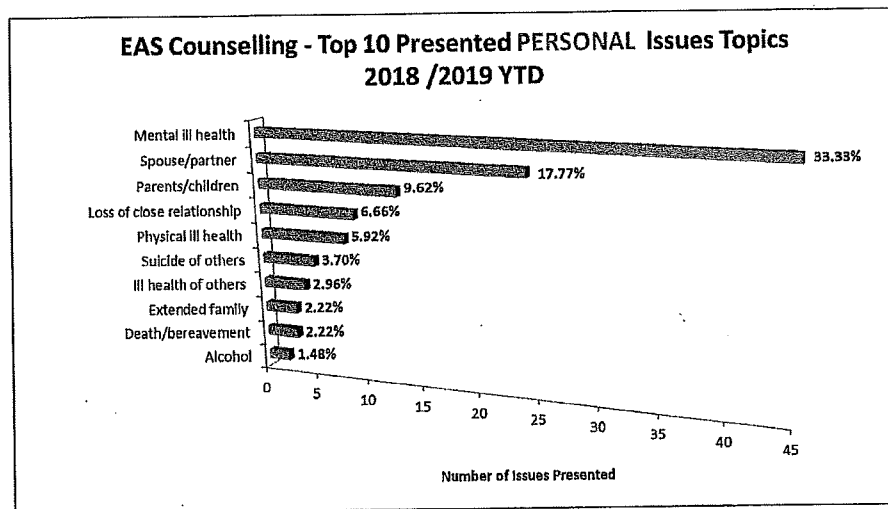


### EMPLOYEE ASSISTANCE SECTION (EAS)

#### COUNSELLING

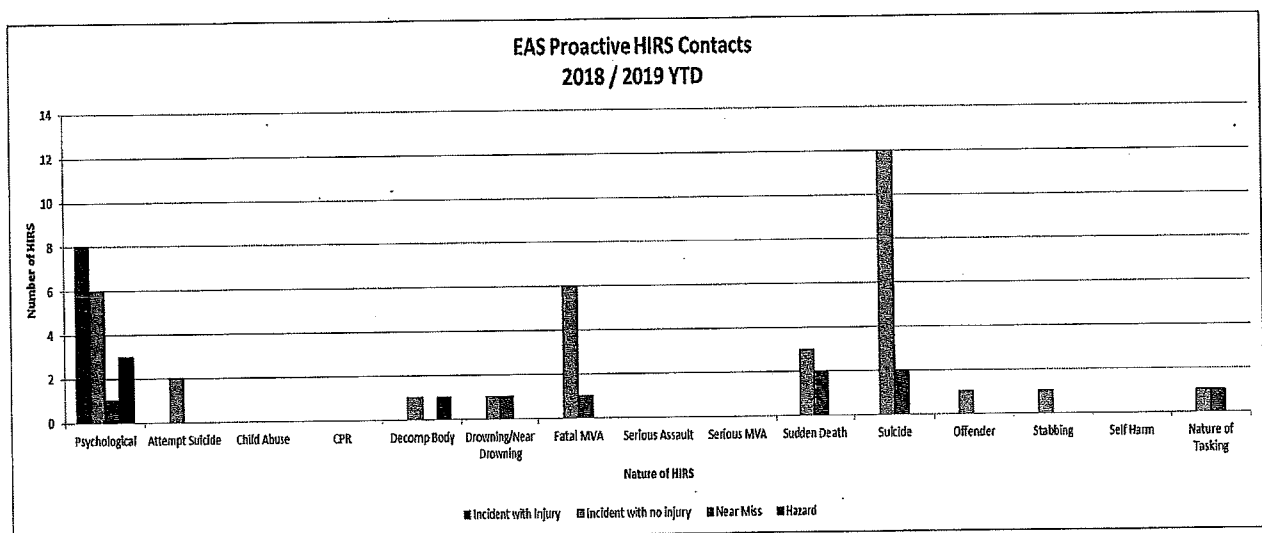
The following graphs relate to 'contributory factors' cited by employees when accessing EAS services.



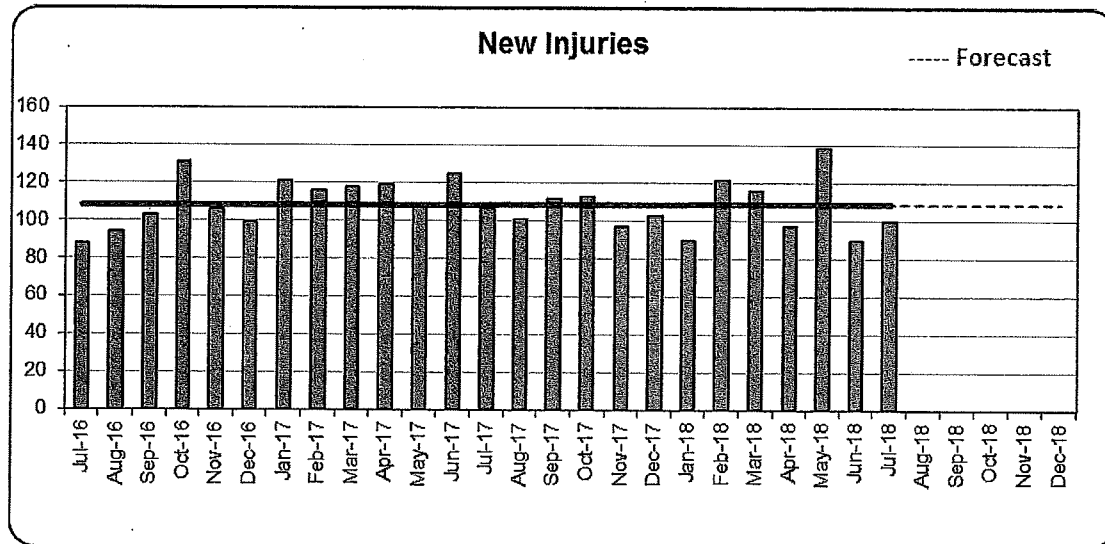
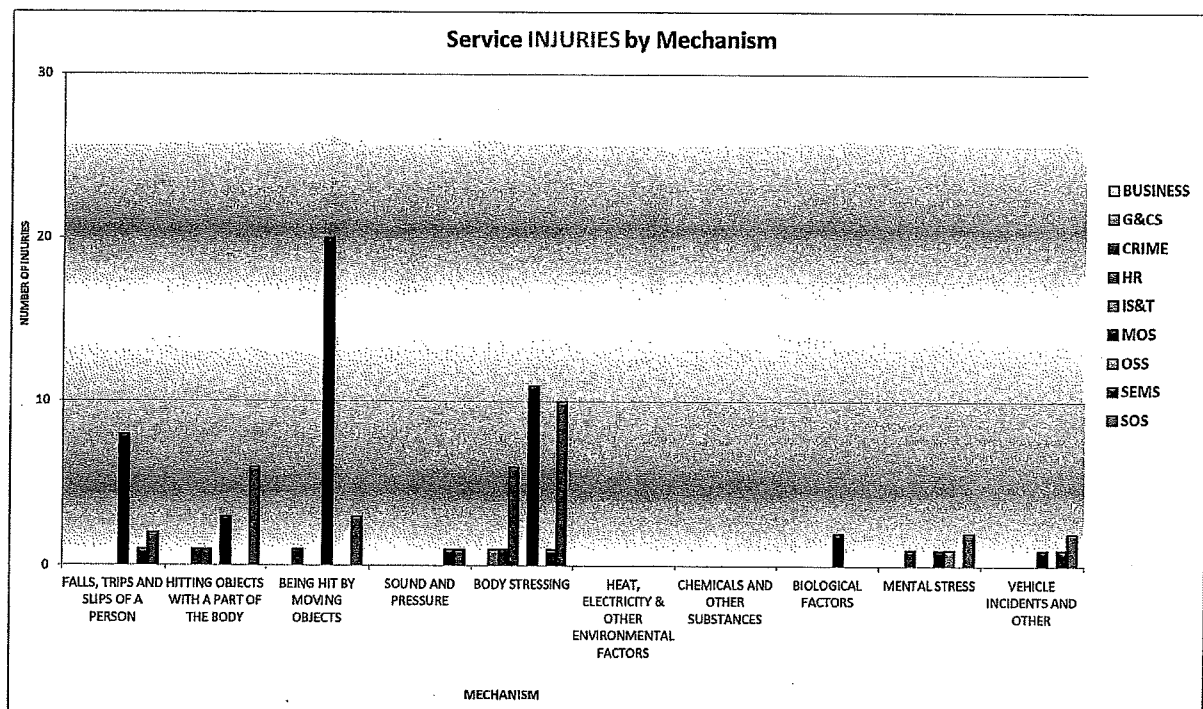


### PROACTIVE HIRS CONTACT

The following information relates to proactive measures and contact undertaken by EAS personnel when personnel have been exposed to an emotive (or potentially) event.



Nature of HIRS	Jul-18	TOTAL
Psychological	18	18
Suicide	14	14
Fatal MVA	7	7
Sudden Death	5	5
Decomp Body	2	2
Attempt Suicide	2	2
Drowning/Near Drowning	2	2
Nature of Tasking	2	2
Offender	1	1
Stabbing	1	1
Serious MVA	0	0
CPR	0	0
Child Abuse	0	0
Serious Assault	0	0
Self Harm	0	0
<b>TOTAL</b>	<b>54</b>	<b>54</b>

**HIRS - INJURIES****NEW INJURIES****COMPARISON OF INJURIES BY SERVICE**

Body Stressing injuries (43%) are SAPOL's top mechanism for the start of the 2018/2019 financial year, followed by Being Hit by Moving Objects injuries (34%).

## OFFENDER RELATED INCIDENTS

	Jul-18	Aug-18	Sep-18	Oct-18	Nov-18	Dec-18	Jan-19	Feb-19	Mar-19	Apr-19	May-19	Jun-19	YTD Total
Offender Related Incidents/ Total Incidents	9/212												9/212

July identified that 46% of all incidents were offender related

## FACTORS CONTRIBUTING TO INCIDENTS (INJURIES &amp; NEAR MISSES)

FACTORS	Jul-18	Aug-18	Sep-18	Oct-18	Nov-18	Dec-18	Jan-19	Feb-19	Mar-19	Apr-19	May-19	Jun-19	YTD Total	%
Alcohol Affected Person/Persons	46												46	29%
Mentally Ill Person/Persons	40												40	25%
Drug Affected Person/Persons	33												33	21%
Exposure to blood or bodily fluid	28												28	18%
Exposure to a communicable disease	8												8	5%
Animal or Insect	4												4	3%
Exposure to a chemical or toxic substance	1												1	1%
Needle Stick	0												0	0%
TOTAL	160	0	0	0	0	0	0	0	0	0	0	0	160	

## SERVICE ANALYSIS

Exempt

Four injuries reported –

- member suffered a minor graze to their head and knee  
Action taken – nil action
- member was punched to the head and scratched to the face/neck apprehending an offender  
Action taken – nil action
- member reporting psychological stress due to pending/ongoing SAPOL investigation  
Action taken – has been offered EAS support
- member suffering neck and shoulder pain due to reading for long periods of time  
Action taken – advised to take regular breaks.

Exempt

Two injuries reported –

- member suffering neck and back strain due to sudden movement while changing  
Action taken – physiotherapy treatment and a more suitable chair has been recommended following an ergonomic assessment
- member rolled their left ankle on uneven surface/guttering  
Action taken – O/C concerned to assess outdoor areas.

Exempt

Nil injuries reported.

Exempt

Three injuries reported –

- member reports a psychological issue that is linked to workplace change and parenting issues  
Action taken – nil action
- member reporting a psychological issue after an adverse reaction to being place on a work trial  
Action taken – work trial has been terminated

- member suffering from a psychological injury after viewing disturbing footage  
Action taken – discussion held with supervisor.

Exempt

Nil injuries reported.

Exempt

Nine injuries reported -

- member suffering a knee injury  
Action taken – conducted site visit
- member suffering a lower back injury  
Action taken – discussion regarding need for excessive weight lifting
- member suffered an ear injury as a result of taking a loud phone call  
Action taken – discussion with management regarding suitability of current headsets
- member suffered an asthma attack whilst on duty  
Action taken – nil action
- member slipped/tripped resulting in an injury  
Action taken – conducted a site visit and took photos in preparation for meeting with PASB
- member's hearing was impacted when protection was not used  
Action taken – discussion with supervisor regarding other possible locations where this type of incident might occur
- member was Exempt resulting in neck and lower back pain  
Action taken – nil action
- member suffered an eye injury as a result of being poked by a rake handle  
Action taken – liaised with person conducting investigation regarding further control measures
- member reports a psychological injury as a result of a distressing phone call  
Action taken – facilitated early contact from EAS.

Exempt

Seven injuries reported –

- five injuries related to Exempt training  
Action taken – Exempt have been made aware of the importance of correct warm up/down practices before and after training sessions
- one member has pain and soreness to the wrist and elbow after moving boxes  
Action taken – nil action
- member suffering from general soreness/body stressing following a PT session  
Action taken – nil action.

Exempt

49 injuries reported –

- 28 (57%) were engaging with offenders
- there was one psychological injury
  - undisclosed issues with former colleagues and performance
- there was one significant event of a house fire in which members forced entry. Two people were saved. A member received a gash to their head that required stitches and smoke inhalation.

**Preventative action**

- Nil.

**Exempt**

27 injuries reported –

- **Non Offender Contact Injuries – 11 reports**
  - **Slip, Trip and Fall** – two injuries resulting from trips and falls – tripping on kerb when setting up camera and slipping on broken plastic in carpark of SAPOL premises
  - **Hit by Moving Objects** – one injury where an unknown object hit the leg of a member on a shooting range
  - **Sound and Pressure** – one injury, the weekly start of a generator backfired which caused ringing in the ears of the member operating it
  - **Body Stressing** – seven injuries, three of these relate to manual handling incidents (lifting equipment, dealing with drug crop and repetitive movement IMOST firearms shoot). Three relate to getting out of fleets and knee twists/back pain. One injury relates to posture – prolonged back issue and inappropriate seating available
- **Offender Contact Injuries – 13 reports**
  - **Arresting and Restraining** – 10 injuries, most minor strains, grazing to hands or knees, shoulder and neck strains
  - **Body Stressing** – one injury, member twisted knee whilst chasing offender on undulating surface
  - **Dog Bite** – one injury, member was assisting person off a couch and when extended hand, dog bit hand of member
  - **Slip, Trip and Fall** – one report, chasing offender and tripped on gutter causing fall and subsequent grazing
- **Psychological – three reports**
  - exposure to events/policing over period of time
  - work/home stressors (two reports however these relate to the same person)
- Unusually there were no reported injuries from attending to Mental Health taskings which has been historically a trend. This is the second month in a row where this is the case.

**Preventative action**

- a number of reports (non-injuries) where chairs have been collapsing or becoming unserviceable. Highlight this as part of August workplace inspections for all chairs to be checked for signs of disrepair or wear, and for local areas to formulate a plan for replacing as required

**HIRS – NEAR MISSES & HAZARDS****NEAR MISSES ANALYSIS**

25 near misses reported

- of the 25 near misses -
  - 13 psychological exposures
  - six bodily fluids exposure
  - two involved dealing with persons with a mental illness
  - 10 attendances were recorded at fatal MVA's or sudden deaths
  - 28% (7) were offender related.

**INCIDENTS WITHOUT INJURY**

87 incidents without injury reported

- of the 68 reports –
  - 32 psychological incidents
    - attendance at fatal MVA's (4)
    - attendance at sudden deaths and decomposed bodies (17)
    - workplace conflict (1)
    - traumatic exposures (7)
  - 16 involved an exposure to a substance or bodily fluid
  - 18 involved dealing with a person with a mental illness
  - 22 involved dealing with a person affected by alcohol
  - 14 involved dealing with a person affected by drugs
  - 48% (42) were offender related.

**HAZARD ANALYSIS**

33 hazards reported

- 18% (6) related to building maintenance type issues
- 33% (11) related to equipment type issues
- 12% (4) related to process type issues
- 18% (6) related to staffing/psychological issues.

Key issues identified were –

- communication issues associated with the DPM introduction resulting in changes to call signs
- lack of equipment for patrol members at Exempt
- staffing at Exempt
- cage vehicle air conditioning function not able to separate from cabin/conveyance pod.

**Actions initiated**

- communications are aware of the call sign issues and are working to resolve the problems.



**South Australia Police**

# **Work Health Safety & Injury Management Report**

**AUGUST 2018**

## SAPOL KEY PERFORMANCE INDICATORS

## NEW CLAIMS

Following the BSE Targets, the target is a 30% reduction in claims by June 2022 from June 2012. Keeping in line with the BSE Target, SAPOL's target for 2018/2019 is a 20% reduction from June 2012.

	NEW CLAIMS						
	Base Year 2012	Claim Annual Target	Claims YTD Target	YTD Claims	Target Variance	%to FTE	Monthly Claims
Business Service	6	6	1	0	-1	0.0%	0
Governance & Capability Service	11	8	1	3	2	1.3%	0
Crime Service	10	9	1	5	0	1.3%	5
Human Resources Service	18	10	2	3	1	0.6%	3
Information Systems & Technology Service	1	2	0	1	1	0.4%	1
Metropolitan Operations Service	110	106	18	30	12	1.5%	18
Operations Support Service	16	13	2	3	1	0.6%	1
State Operations Service	98	87	15	17	2	1.2%	7
Security & Emergency Management Service	36	22	4	6	2	1.0%	2
Old Act	0	0	0	0	0	0.0%	0
<b>Total SAPOL</b>	<b>306</b>	<b>262</b>	<b>44</b>	<b>68</b>	<b>24</b>	<b>1.1%</b>	<b>37</b>

YTD Performance – 30.7% increase (from the 2012 base year)

## CLAIMS – DAYS LOST

SAPOL's target is a 5% reduction in days lost from the previous financial year. Please note, due to resourcing issues with Injury Management Section, there has been a time delay in the processing of time lost claims and no accurate data can be provided for 2017/2018. As a result, and in order to try and give an indication of how SAPOL is performing for this financial year, a manual calculation has been done for each month that provides an approximate number of days lost (note that this will always be four weeks in arrears due to income support being paid in penalty periods, not pay periods). This has then been compared against SAPOL's performance in 2016/2017 (an average of days lost has been calculated for each month).

	DAYS LOST		
	16/17 Total	Monthly Days Lost	Variance
July 2018	1831	1139	-692
August 2018	1831	404	-1427
September 2018			
October 2018			
November 2018			
December 2018			
January 2019			
February 2019			
March 2019			
April 2019			
May 2019			
June 2019			
<b>Total SAPOL</b>	<b>3662</b>	<b>1543</b>	<b>-2119</b>

## NEW INJURIES

Target is a 10% reduction from 2017/2018.

	INJURIES						
	17/18 Total	Injury Annual Target	Injury YTD Target	YTD Injury	Target Variance	% to TTE	Monthly Injuries
Business Service	19	17	3	1	-2	0.4%	1
Governance & Capability Service	26	23	4	3	-1	1.3%	1
Crime Service	39	35	6	8	2	2.0%	4
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Operations Support Service	56	50	8	10	2	2.0%	7
State Operations Service	418	376	63	54	-9	3.9%	27
Security & Emergency Management Service	100	90	15	16	1	2.7%	8
Old Act	0	0	0	0	0	0.0%	0
Total SAPOL	1288	1159	193	212	19	3.5%	112

YTD Performance – 0.93% decrease (from 17/18 total)

## HIRS 24 HOUR REPORTING

Target is 90% for reporting hazards, injuries and near misses within 24 hours.

	Jul-18	Aug-18	Sep-18	Oct-18	Nov-18	Dec-18	Jan-19	Feb-19	Mar-19	Apr-19	May-19	Jun-19	YTD
BUS	100%	100%											100%
G&CS	100%	100%											100%
CRIME	100%	100%											100%
HR	100%	100%											100%
IS&T	100%	100%											100%
MOS	100%	100%											100%
OSS	100%	100%											100%
SOS	100%	100%											100%
SEMS	100%	100%											100%

August Performance – 98%

YTD Performance – 97%

## HIRS 60 DAYS CLOSE OUT

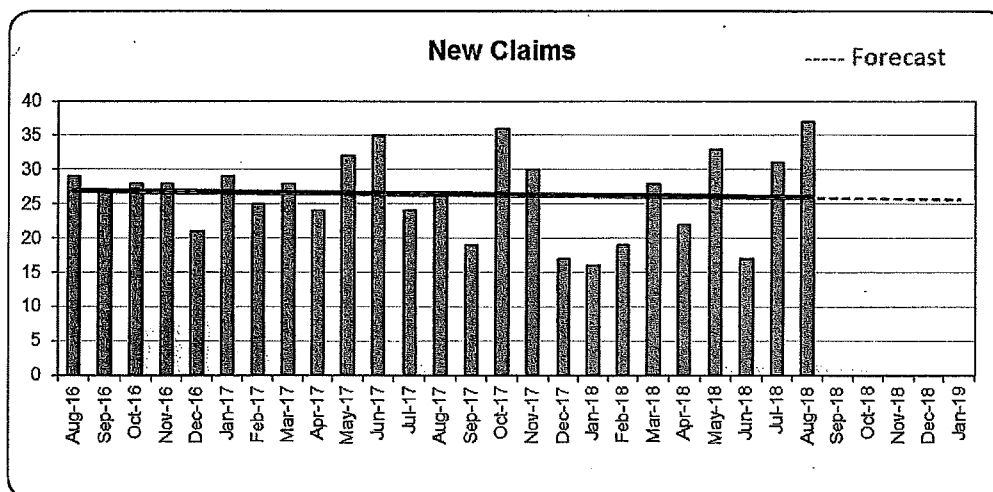
Target is 90% for reporting injuries and near misses within 60 days of submission.

	Jul-17	Aug-17	Sep-17	Oct-17	Nov-17	Dec-17	Jan-18	Feb-18	Mar-18	Apr-18	May-18	Jun-18	YTD
BUS	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
G&CS	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
CRIME	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
HR	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
IS&T	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
MOS	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
OSS	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
SOS	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
SEMS	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

May Performance – 99%

YTD Performance – 95%

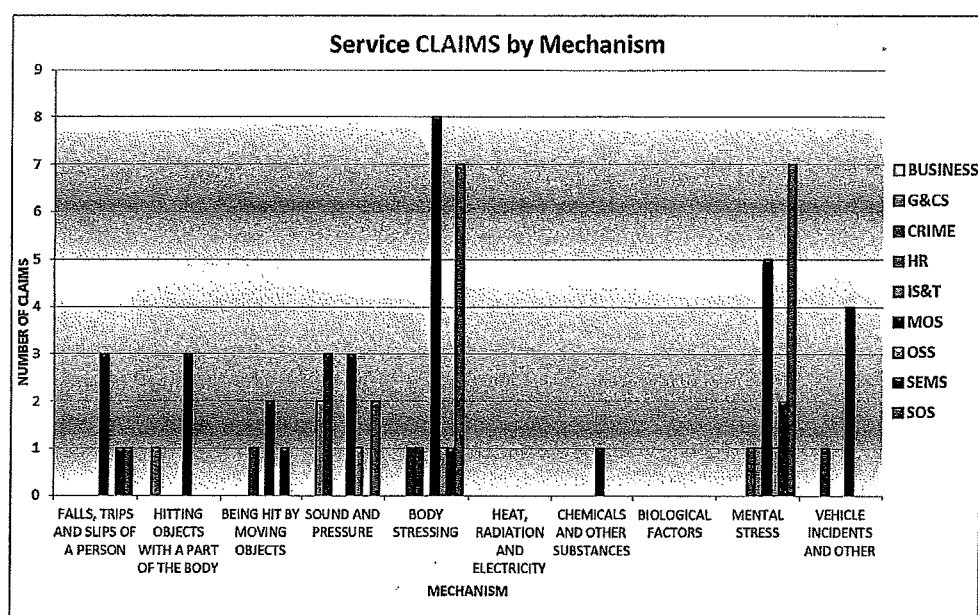
(There is a three month lag in reporting this KPI)

**CLAIMS****NEW CLAIMS – BY MONTH**

There is a slight downward trend in new claims however, this is unlikely to continue on a downward path. It is more feasible that the trend will either plateau or start to increase slightly due to SAPOL having received a relatively high number of claims recently, especially in the last two months.

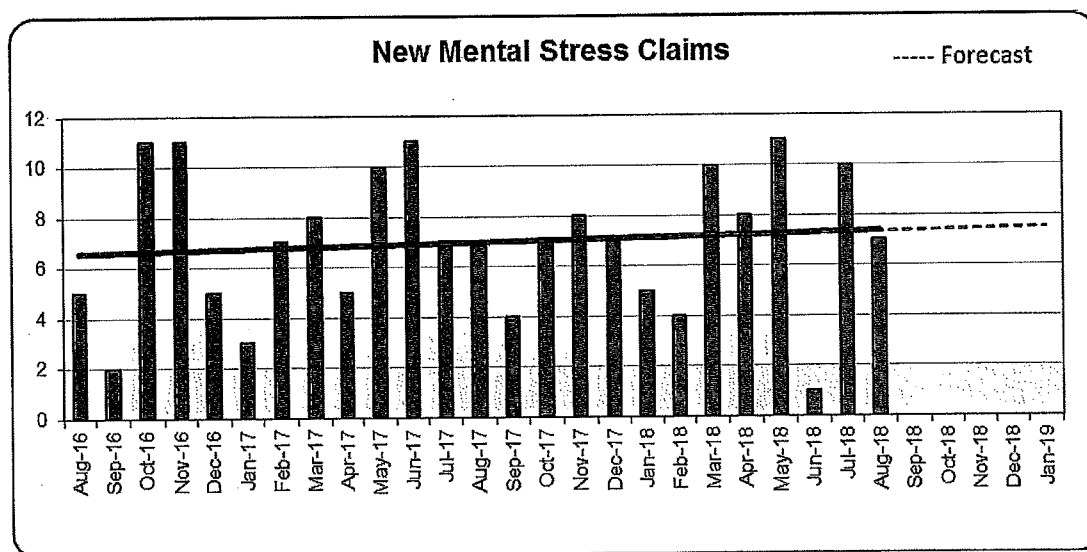
**AUGUST 2018 CLAIMS**

<b>OFFENDER</b> related	5%	(two claims)	July -	19%	(six claims)
<b>OPERATIONAL</b> related	24%	(nine claims)	July -	16%	(five claims)
<b>TRAINING</b> related	8%	(three claims)	July -	10%	(three claims)
<b>PSYCHOLOGICAL</b>	19%	(seven claims)	July -	32%	(10 claims)
<b>OTHER</b> related	43%	(16 claims)	July -	23%	(seven claims)

**CLAIMS BY SERVICE**

Body stressing claims (28%) are SAPOL's top mechanism for the 2018/19 financial year YTD followed by mental stress claim at 25%.

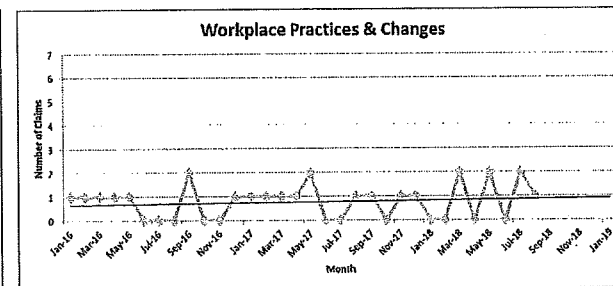
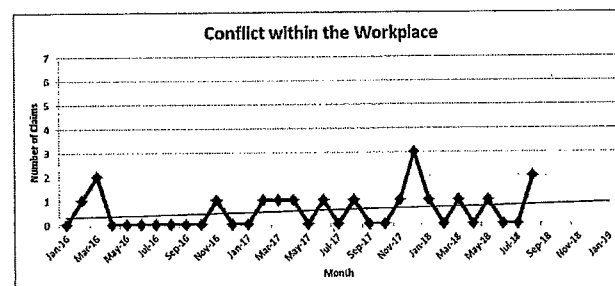
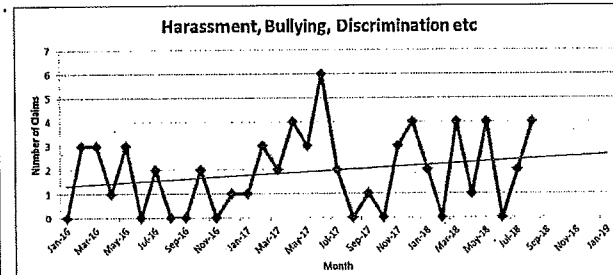
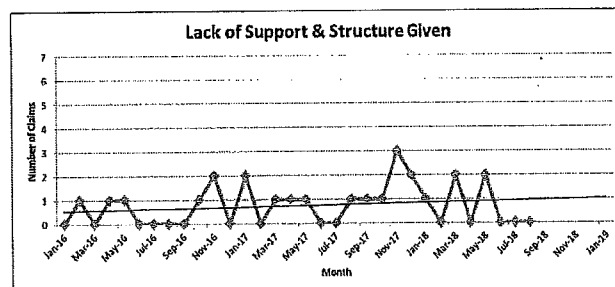
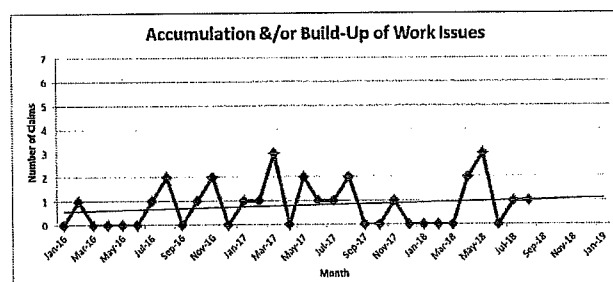
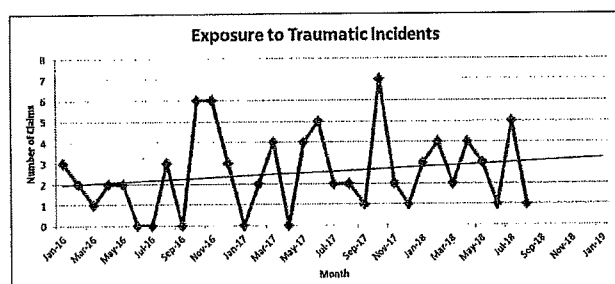
## NEW MENTAL STRESS CLAIMS

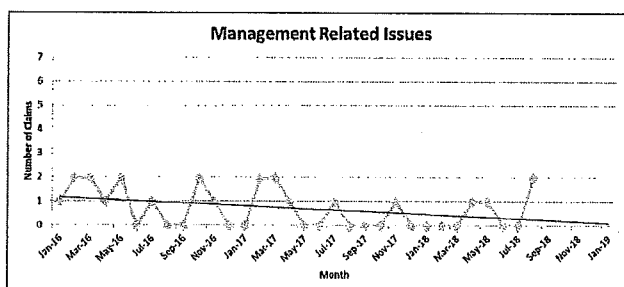
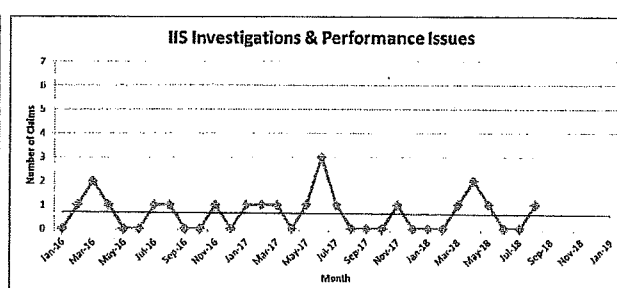
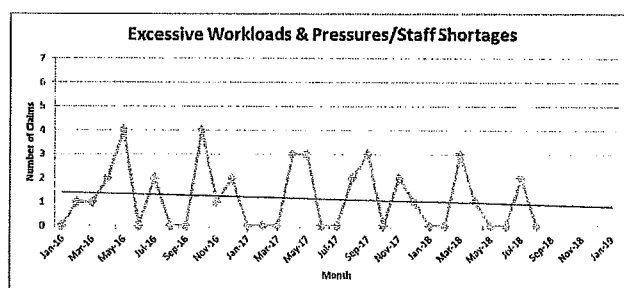


Mental stress claims in 2018 have been largely attributed to two main factors - exposure to traumatic incident/s (48%) and harassment/bullying (35%).

## STRESS CLAIMS BY CAUSATION

(the following graphs depict 'contributory factors' cited by claimants when submitting mental stress claims)

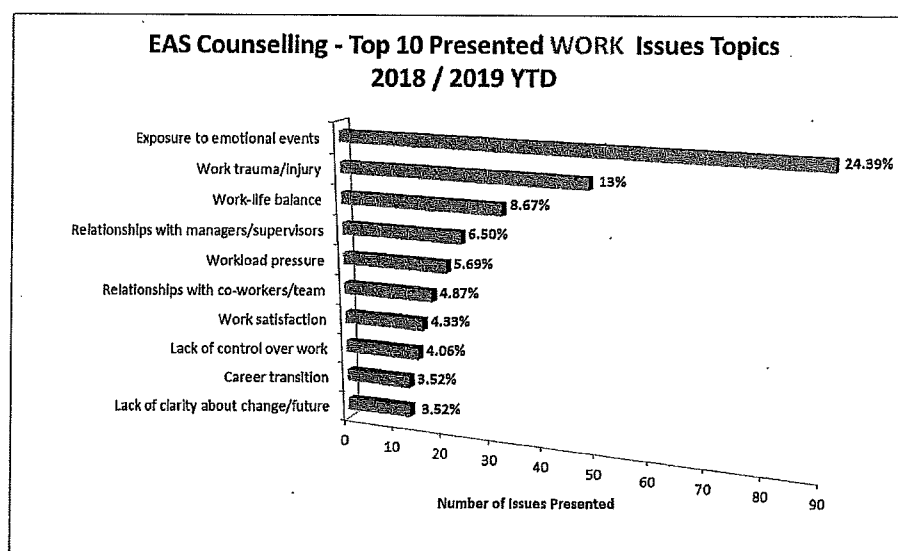


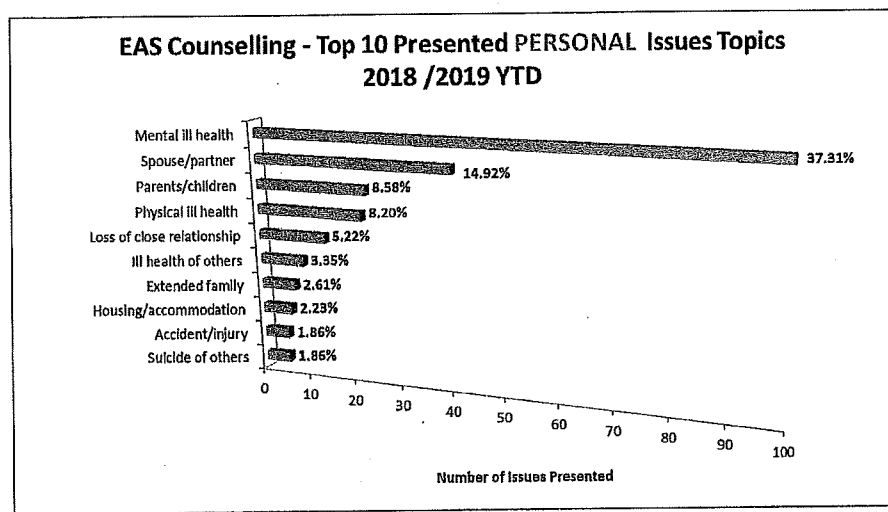


## EMPLOYEE ASSISTANCE SECTION (EAS)

### COUNSELLING

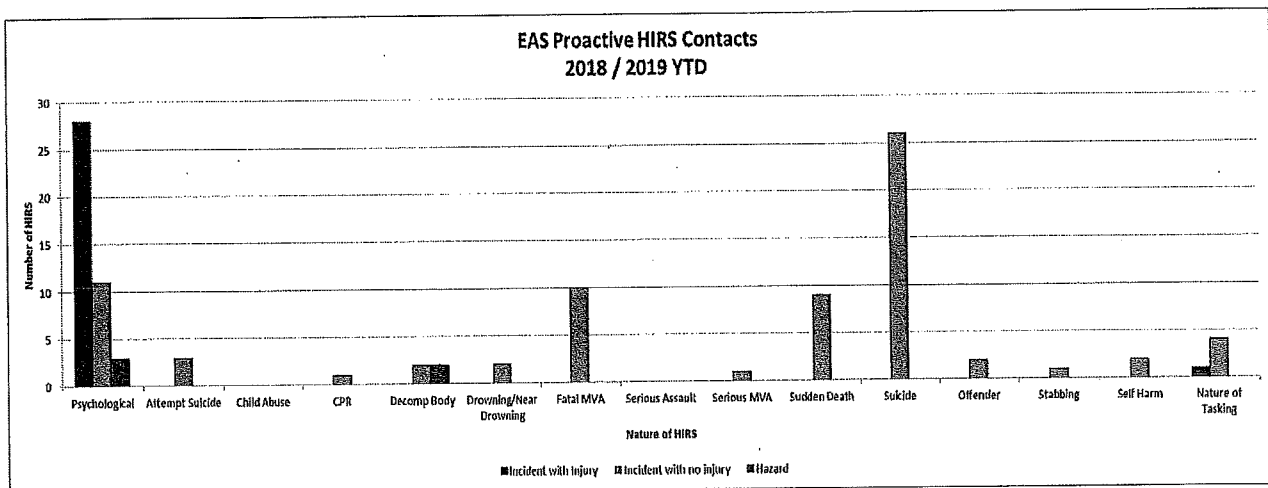
The following graphs relate to 'contributory factors' cited by employees when accessing EAS services.



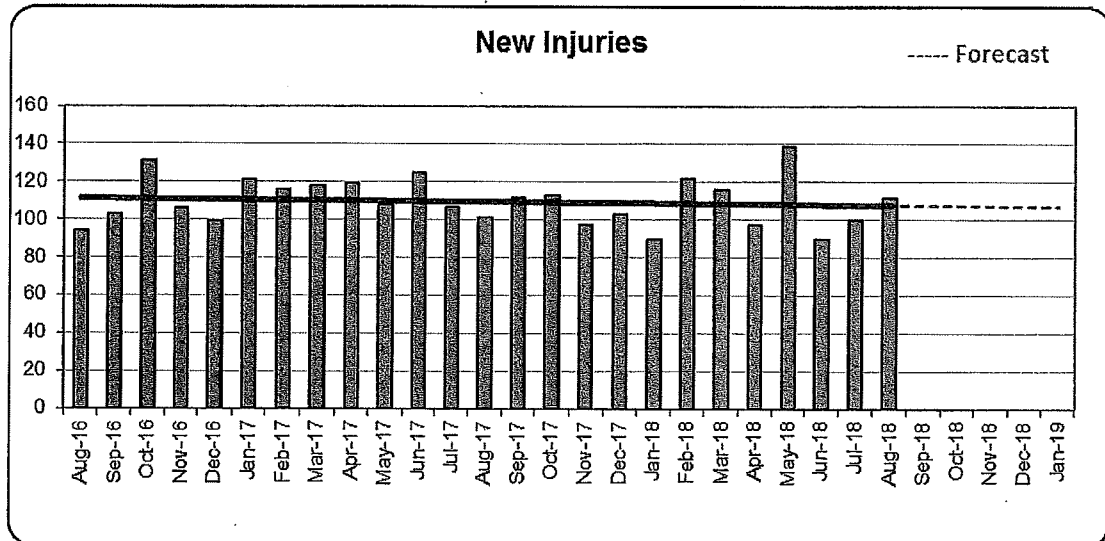
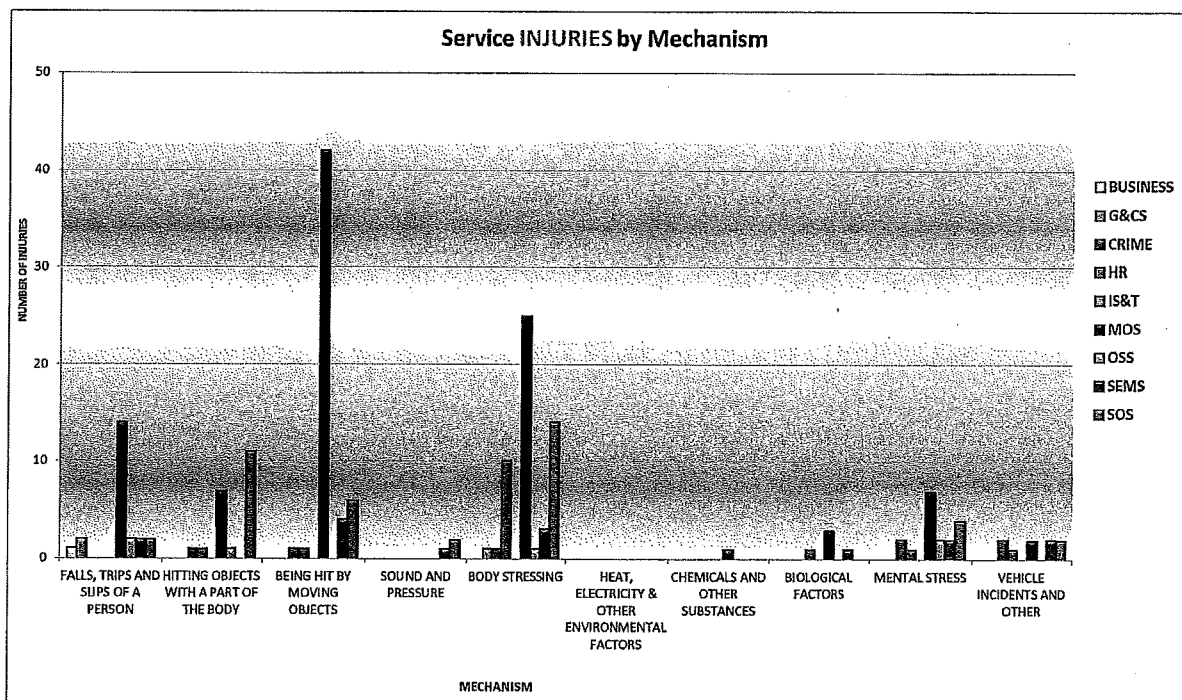


### PROACTIVE HIRS CONTACT

The following information relates to proactive measures and contact undertaken by EAS personnel when personnel have been exposed to an emotive (or potentially) event.



Nature of HIRS	Jul-18	Aug-18	TOTAL
Psychological	18	24	42
Suicide	14	12	26
Fatal MVA	7	3	10
Sudden Death	5	4	9
Decomp Body	2	2	4
Attempt Suicide	2	1	3
Drowning/Near Drowning	2	0	2
Nature of Tasking	2	3	5
Offender	1	1	2
Stabbing	1	0	1
Serious MVA	0	1	1
CPR	0	1	1
Child Abuse	0	0	0
Serious Assault	0	0	0
Self Harm	0	2	2
<b>TOTAL</b>	<b>54</b>	<b>54</b>	<b>108</b>

**HIRS - INJURIES****NEW INJURIES****COMPARISON OF INJURIES BY SERVICE**

Body Stressing injuries (26%) are SAPOL's top mechanism for the 2018/2019 financial year YTD, followed by Being Hit by Moving Objects injuries (25%).



## OFFENDER RELATED INCIDENTS

	Jul-18	Aug-18	Sep-18	Oct-18	Nov-18	Dec-18	Jan-19	Feb-19	Mar-19	Apr-19	May-19	Jun-19	YTD Total
Offender Related Incidents/ Total Incidents	9/712	88/210											185/422

August identified that 42% of all incidents were offender related

## FACTORS CONTRIBUTING TO INCIDENTS (INJURIES &amp; NEAR MISSES)

FACTORS	Jul-18	Aug-18	Sep-18	Oct-18	Nov-18	Dec-18	Jan-19	Feb-19	Mar-19	Apr-19	May-19	Jun-19	YTD Total	%
Mentally Ill Person/Persons	40	46											86	28%
Alcohol Affected Person/Persons	46	30											76	24%
Drug Affected Person/Persons	33	33											66	21%
Exposure to blood or bodily fluid	28	24											52	17%
Animal or Insect	4	11											15	5%
Exposure to a communicable disease	8	3											11	4%
Exposure to a chemical or toxic substance	1	3											4	1%
Needle Stick	0	1											1	0%
TOTAL	160	161	0	0	0	0	0	0	0	0	0	0	311	

## SERVICE ANALYSIS

Exempt

Four injuries reported –

- member suffered neck and shoulder pain following a vehicle collision  
Action taken – nil action
- two members reporting psychological injuries due to workplace stress and anxiety  
Action taken – nil action
- member suffering injuries to their foot after a Exempt collision  
Action taken – taken to FMC for treatment.

Exempt

One injury reported –

- member tripped on an above ground pipe grazing their hand and receiving a lump to their head and lip  
Action taken – nil.

Exempt

Nil injuries reported.

Exempt

Seven injuries reported –

- member reported a RSI type injury  
Action taken – conducted workstation assessment and provided report to key stakeholders
- member suffered a minor injury sustained from a timber ledge in the equipment room  
Action taken – nil action
- member sustained a right hand injury during IMOST in the take down process  
Action taken – nil action
- three members are reporting ongoing unreasonable and negative behaviour in the workplace  
Action taken – support provided to management in completing HIRS
- member fell from a ladder causing bruising to legs and hips, experiencing stiffness to back and neck  
Action taken – followed up use of non SAPOL equipment.

Exempt

Nil injuries reported.

Exempt

Eight injuries reported -

- member suffering a left wrist injury  
*Action taken – discussion with supervisor and liaison with Injury Management*
- member diagnosed with whooping cough  
*Action taken – liaised with Medical Section regarding risk and distribution of information to members colleagues*
- member sustained an impact injury to their left ribcage during IMOST training  
*Action taken – nil action*
- member reports a psychological injury after receiving a call in the Call Centre regarding a domestic violence matter  
*Action taken – supported management with investigation*
- member suffering from tight back muscles  
*Action taken – nil action*
- member struck to the side of the head when a school gate swung closed due to a gust of wind  
*Action taken – discussed at branch WHS committee meeting*
- two members suffering from general soreness following a MVA  
*Action taken – discussed at service TCG.*

Exempt

Eight injuries reported –

- five injuries related to cadets and training  
*Action taken – cadets have been made aware of the importance of correct warm up/down practices before and after training sessions*
- one member (high risk pregnancy) came into contact with another member who had Shingles  
*Action taken – attended W&CH for anti-virals*
- one member suffering from heart palpitations, migraine symptoms, sweating and tingling arms  
*Action taken – taken to RAH, suffering from dehydration*
- member reports a psychological injury from workplace stress and anxiety  
*Action taken – nil action.*

Exempt

57 injuries reported –

- 33 (58%) were engaging with offenders
- there were five psychological injuries
  - ASO – DPM and changes to role
  - ASO x 2 – DPM and re-classification level
  - one member suffering from PTSD (historic MCIS)
  - one member reporting a significant workload and lack of administration support post the DPM
- there were four injuries from dog bites (average has been one per couple of months)

#### Preventative action

- Dog operation and IMOST trainers are developing a training package regarding police dogs and residential dog risk, and safety.

Exempt

27 injuries reported –

- **Non Offender Contact Injuries – 6 reports**
  - **Slip, Trip and Fall** – one injury, member tripped on raised paver during evacuation exercise
  - **Hit by Moving Objects** – one injury, member was removing Exempt in fleet, wedged and released hitting knee
  - **Sound and Pressure** – one injury, generator testing when it backfired causing ringing in members ears
  - **Body Stressing** – two injuries, one involved removing debris off the road and another member rolled their ankle running to an incident
  - **Hitting Object with Part of Body** – one injury, member their thumb on a shelf
- **Offender Contact Injuries – 14 reports**
  - **Arresting and Restraining** – nine injuries, most minor strains etc from struggles, rubbing against surfaces during arrest
  - **Body Stressing** – one injury, member jumped over a fence
  - **Dog Bite** – one injury, dog was released from house by an offender
  - **Hit by Moving Objects** – one injury, offender opened a screen door striking the members hand
  - **Assault Police** – two injuries, one member was deliberately elbowed to the face during an arrest and one member was punched to the face during an arrest
- **Psychological – five reports**
  - various work related stress issues, interpersonal conflict, workload
- there were two injuries involving non SAPOL employees –
  - Exempt
  -

**Preventative action**

- all areas have been advised to check their chairs in the workplace thoroughly as part of workplace inspections as a result of various chair related incidents over the previous months, such as back of chairs snapping causing falls to the ground etc.

**HIRS – NEAR MISSES & HAZARDS****NEAR MISSES ANALYSIS**

21 near misses reported

- of the 25 near misses -
  - nil psychological exposures
  - one bodily fluids exposure
  - one involved dealing with persons with a mental illness
  - five attendances were recorded at fatal MVA's or sudden deaths
  - 43% (9) were offender related.

**INCIDENTS WITHOUT INJURY**

76 incidents without injury reported

- of the 76 reports –
  - 23 psychological incidents
    - attendance at fatal MVA's (4)
    - attendance at sudden deaths and decomposed bodies (15)
    - workplace conflict (1)
    - traumatic exposures (3)
  - 50% (38) were offender related.

**HAZARD ANALYSIS**

35 hazards reported

- 34% (12) related to building maintenance type issues
- 37% (13) related to equipment type issues
- 3% (1) related to process type issues
- 17% (6) related to staffing/psychological issues.

Key issues identified were –

- staffing issues at [Exempt]
- Shingles diagnosed at [Exempt]
- [Exempt] confirmed in [Exempt] (member left the workplace)
- security/staff safety issues identified at [Exempt] complex
- five reports were associated with workplace inspections.

**South Australia Police**

# **Work Health Safety & Injury Management Report**

**SEPTEMBER 2018**

**SAPOL KEY PERFORMANCE INDICATORS****NEW CLAIMS**

Following the BSE Targets, the target is a 30% reduction in claims by June 2022 from June 2012. Keeping in line with the BSE Target, SAPOL's target for 2018/2019 is a 20% reduction from June 2012.

	NEW CLAIMS						
	Base Year 2012	Claim Annual Target	Claims YTD Target	YTD Claims	Target Variance	% to RTE	Monthly Claims
Business Service	6	6	1	0	-1	0.0%	0
Governance & Capability Service	11	8	2	4	2	1.8%	1
Crime Service	10	9	2	8	0	2.0%	3
Human Resources Service	18	10	2	3	1	0.6%	0
Information Systems & Technology Service	1	2	0	1	1	0.4%	0
Metropolitan Operations Service	110	106	26	39	13	2.0%	9
Operations Support Service	16	13	3	5	2	1.0%	2
State Operations Service	98	87	22	28	6	2.0%	11
Security & Emergency Management Service	36	22	6	7	1	1.2%	1
Old Act	0	0	0	0	0	0.0%	0
<b>Total SAPOL</b>	<b>306</b>	<b>262</b>	<b>65</b>	<b>95</b>	<b>30</b>	<b>1.6%</b>	<b>27</b>

YTD Performance – 21.8% increase (from the 2012 base year)

**NEW INJURIES**

Target is a 10% reduction from 2017/2018.

	INJURIES						
	17/18 Total	Injury Annual Target	Injury YTD Target	YTD Injury	Target Variance	% to RTE	Monthly Injuries
Business Service	19	17	4	3	-1	1.2%	2
Governance & Capability Service	26	23	6	4	-2	1.8%	1
Crime Service	39	35	9	9	0	2.3%	1
Human Resources Service	75	68	17	18	1	3.9%	3
Information Systems & Technology Service	11	10	2	1	-1	0.4%	1
Metropolitan Operations Service	544	490	122	149	27	7.7%	44
Operations Support Service	56	50	13	12	-1	2.4%	2
State Operations Service	418	376	94	84	-10	6.1%	30
Security & Emergency Management Service	100	90	23	28	6	4.9%	12
Old Act	0	0	0	0	0	0.0%	0
<b>Total SAPOL</b>	<b>1288</b>	<b>1159</b>	<b>290</b>	<b>308</b>	<b>18</b>	<b>5.2%</b>	<b>96</b>

YTD Performance – 4% decrease (from 17/18 total)

**HIRS 24 HOUR REPORTING**

Target is 90% for reporting hazards, injuries and near misses within 24 hours.

	Jul-18	Aug-18	Sep-18	Oct-18	Nov-18	Dec-18	Jan-19	Feb-19	Mar-19	Apr-19	May-19	Jun-19	YTD
BUS													
G&CS													
CRIME													
HR													
IS&T													
MOS													
OSS													
SOS													
SEMS													

September Performance – 97%

YTD Performance – 97%

**HIRS 60 DAYS CLOSE OUT**

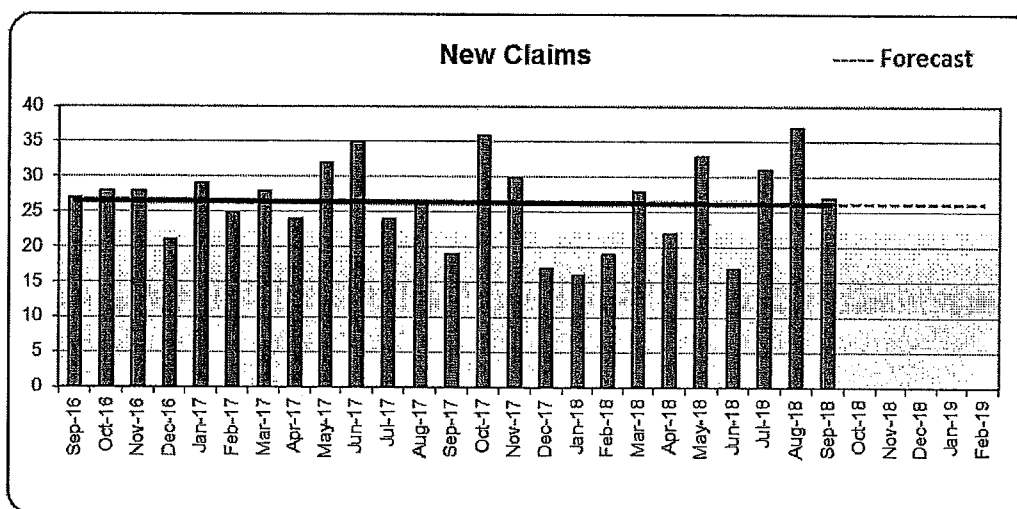
Target is 90% for reporting injuries and near misses within 60 days of submission.

	Jul-17	Aug-17	Sep-17	Oct-17	Nov-17	Dec-17	Jan-18	Feb-18	Mar-18	Apr-18	May-18	Jun-18	YTD
BUS													
G&CS													
CRIME													
HR													
IS&T													
MOS													
OSS													
SOS													
SEMS													

June Performance – 98%

YTD Performance – 96%

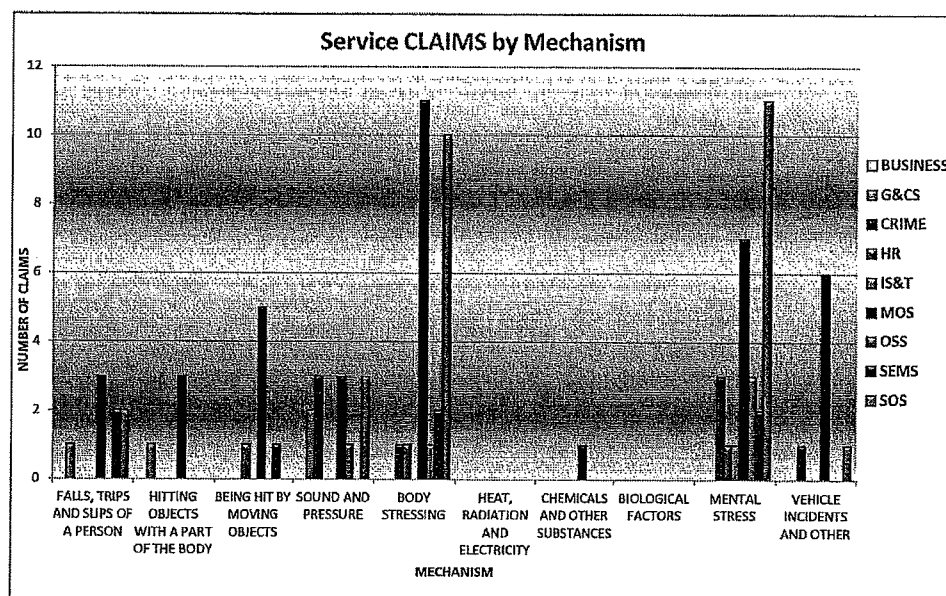
(There is a three month lag in reporting this KPI)

**CLAIMS****NEW CLAIMS – BY MONTH**

The new claims trend has plateaued but whether this will continue is difficult to predict. It is more likely that the trend will begin to climb, especially if SAPOL continues to receive the relatively high number of claims as of late. The reason for the submission of claims is unknown as there is no identifiable distinct pattern or trend.

**SEPTEMBER 2018 CLAIMS**

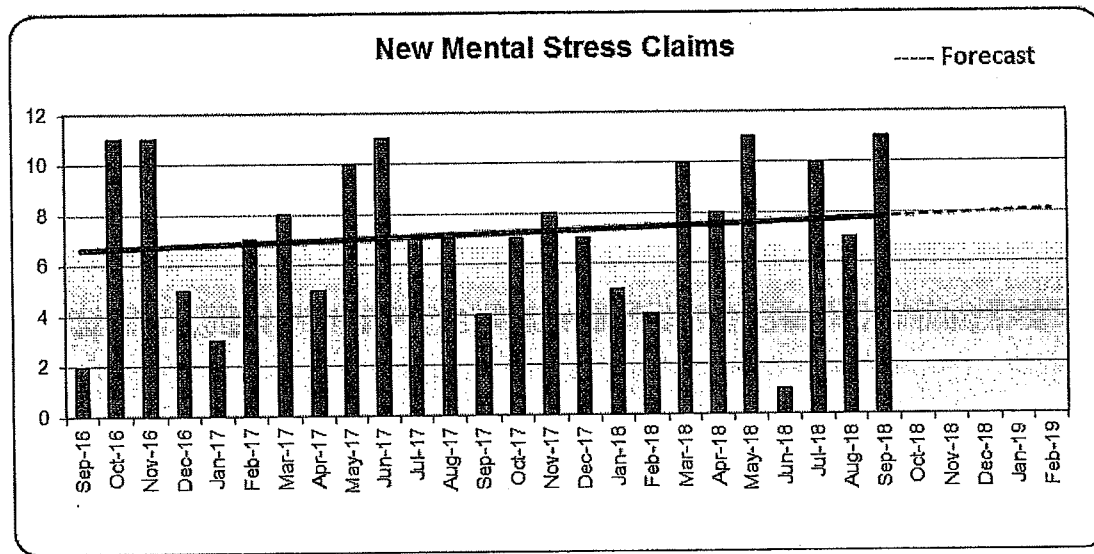
<b>OFFENDER</b> related	<b>19%</b>	(five claims)	August -	5%	(two claims)
<b>OPERATIONAL</b> related	<b>19%</b>	(five claims)	August -	24%	(nine claims)
<b>TRAINING</b> related	<b>0%</b>	(nil claims)	August -	8%	(three claims)
<b>PSYCHOLOGICAL</b>	<b>41%</b>	(11 claims)	August -	19%	(seven claims)
<b>OTHER</b> related	<b>22%</b>	(six claims)	August -	43%	(16 claims)

**CLAIMS BY SERVICE**

Mental stress claims (29%) are SAPOL's top mechanism for the 2018/19 financial year YTD followed by body stressing claims at 27%.



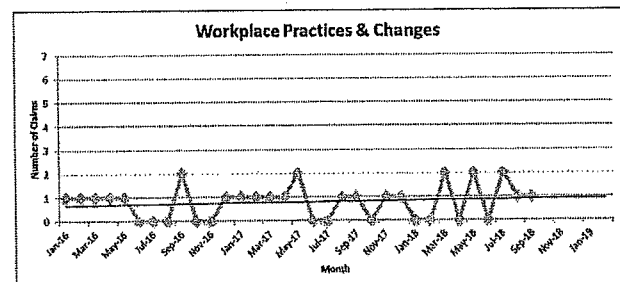
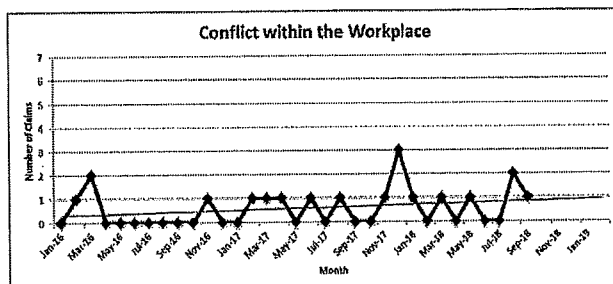
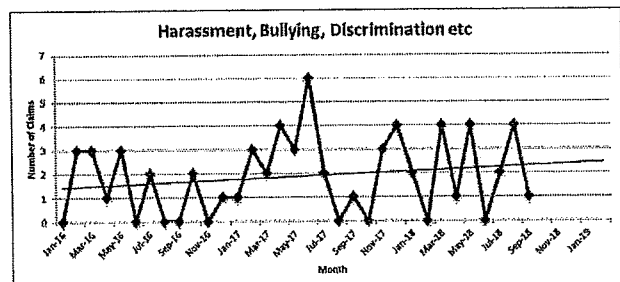
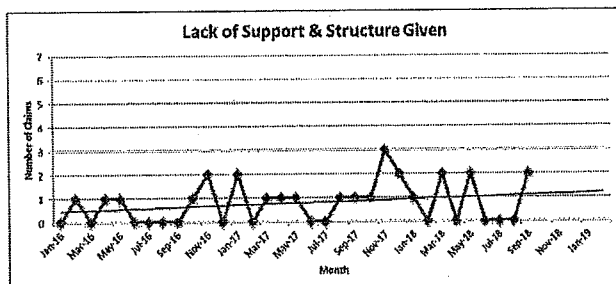
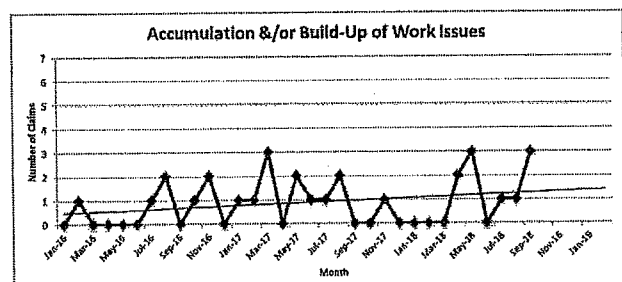
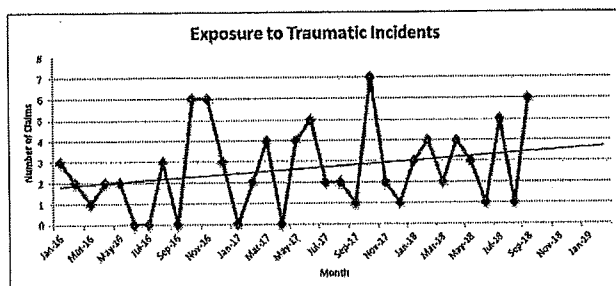
## NEW MENTAL STRESS CLAIMS

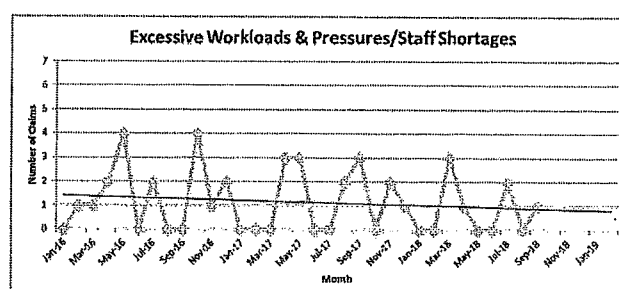
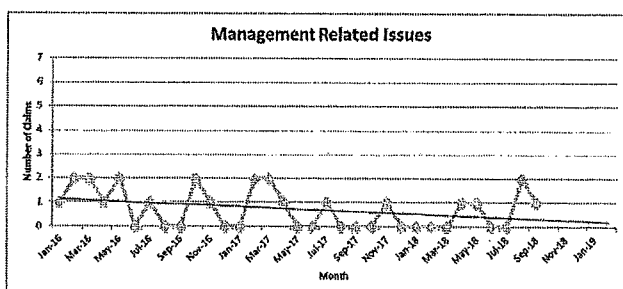
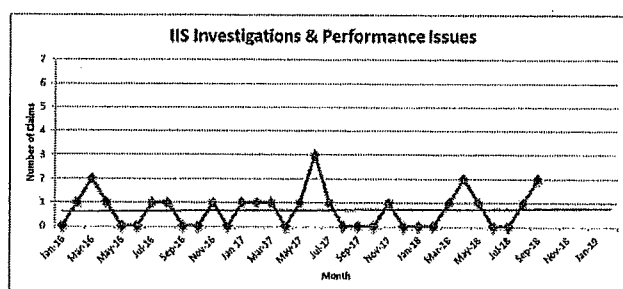


Mental stress claims in 2018 have been largely attributed to two main factors - exposure to traumatic incident/s (49%) and harassment/bullying (31%).

## STRESS CLAIMS BY CAUSATION

(the following graphs depict 'contributory factors' cited by claimants when submitting mental stress claims)

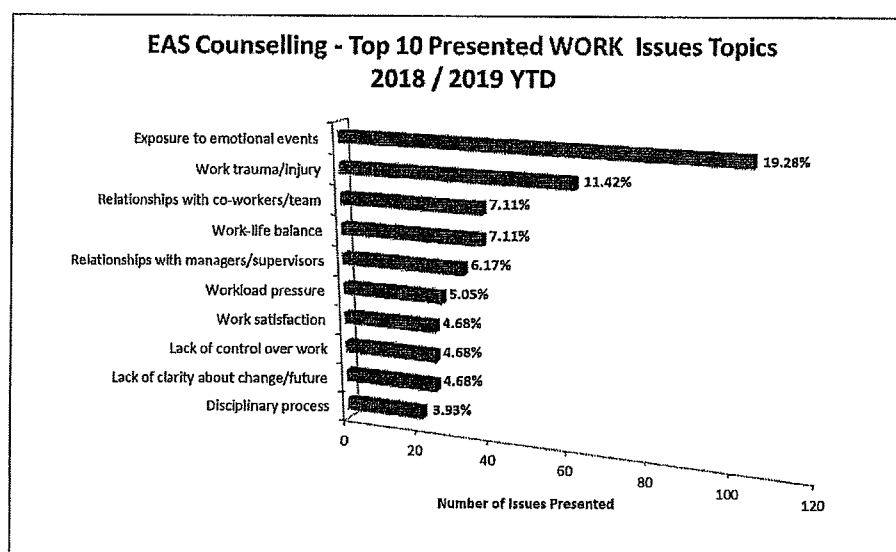


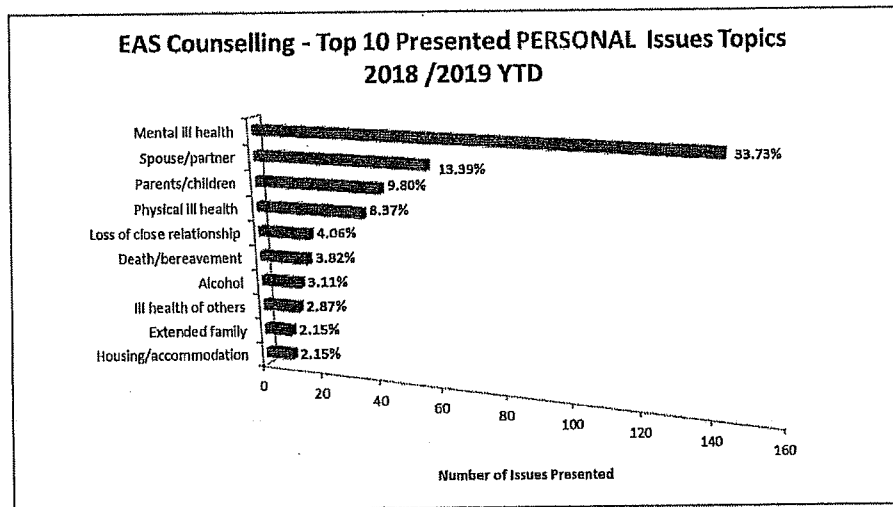


## EMPLOYEE ASSISTANCE SECTION (EAS)

### COUNSELLING

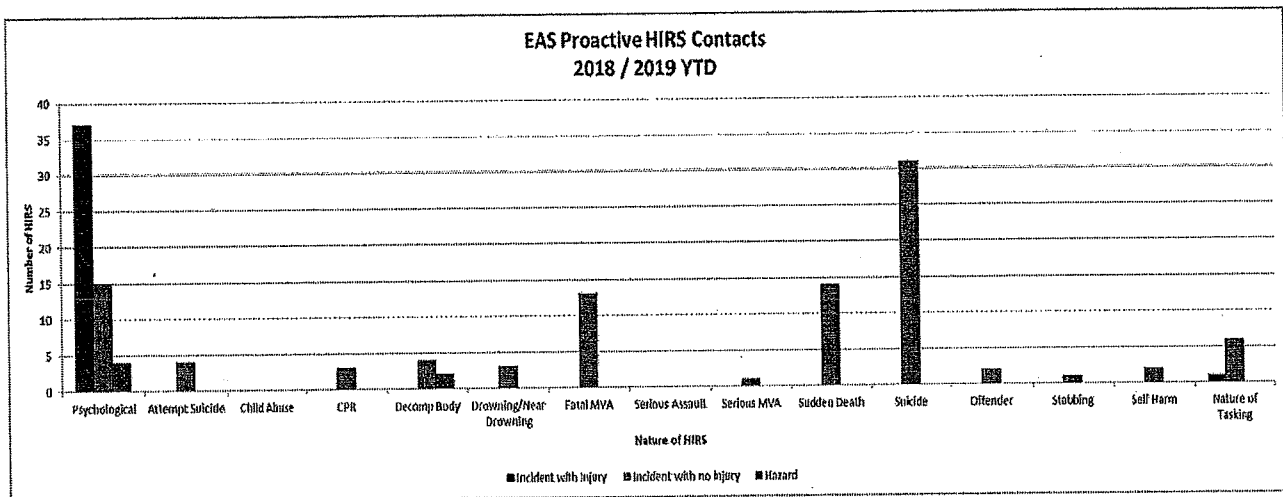
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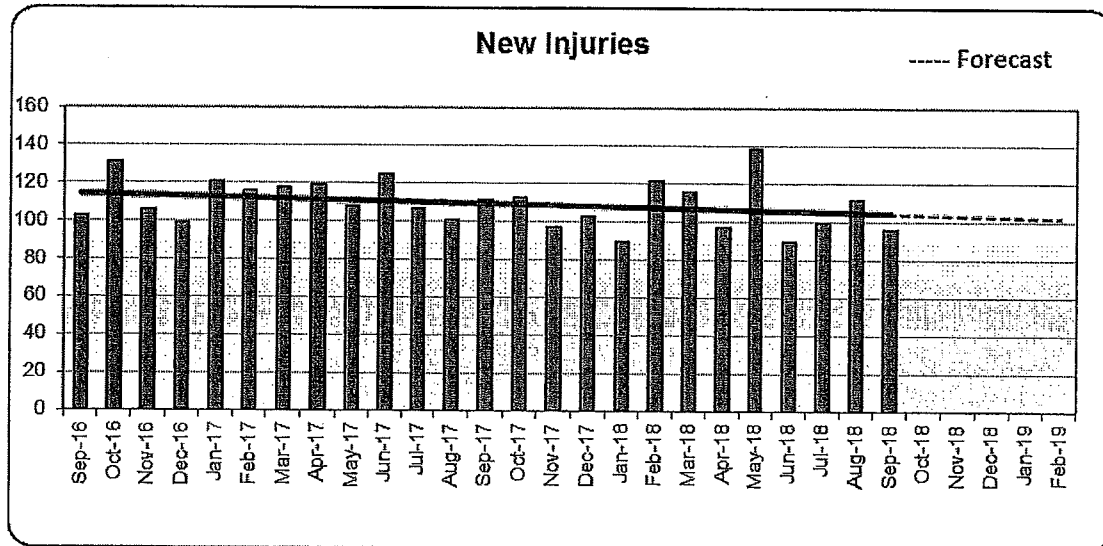
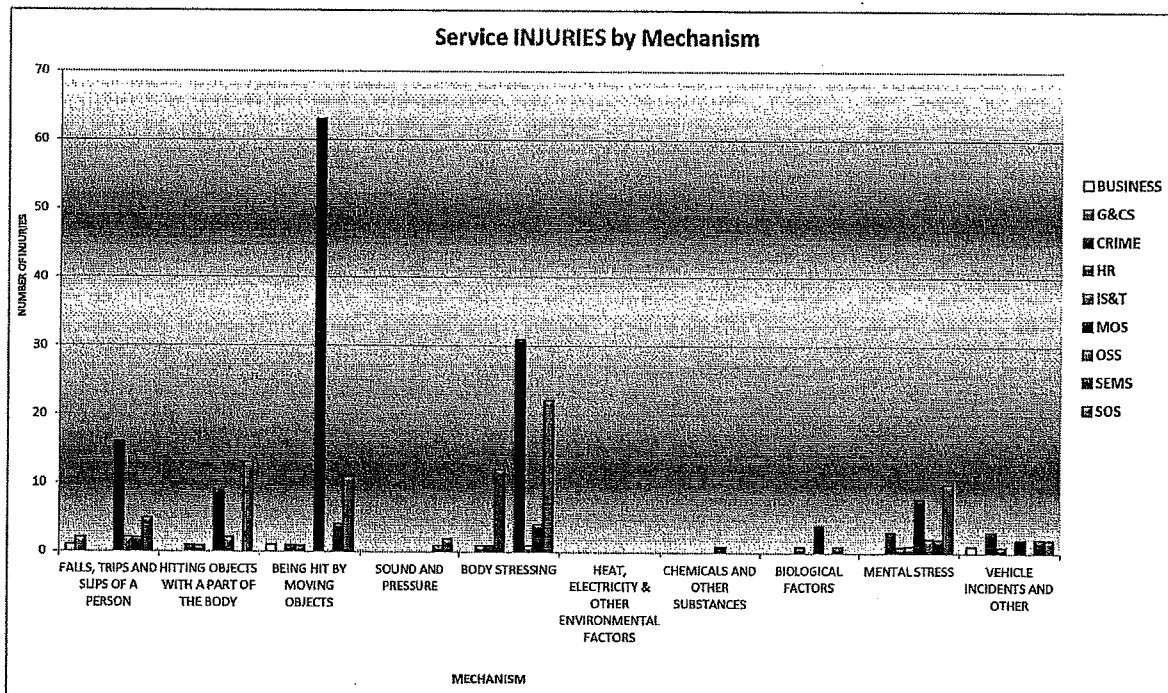


### PROACTIVE HIRS CONTACT

The following information relates to proactive measures and contact undertaken by EAS personnel when personnel have been exposed to an emotive (or potentially) event.



Nature of HIRS	Jul-18	Aug-18	Sep-18	TOTAL
Psychological	18	24	14	56
Suicide	14	12	5	31
Fatal MVA	7	3	3	13
Sudden Death	5	4	5	14
Decomp Body	2	2	2	6
Attempt Suicide	2	1	1	4
Drowning/Near Drowning	2	0	1	3
Nature of Tasking	2	3	2	7
Offender	1	1	0	2
Stabbing	1	0	0	1
Serious MVA	0	1	0	1
CPR	0	1	2	3
Child Abuse	0	0	0	0
Serious Assault	0	0	0	0
Self Harm	0	2	0	2
<b>TOTAL</b>	<b>54</b>	<b>54</b>	<b>35</b>	<b>143</b>

**HIRS - INJURIES****NEW INJURIES****COMPARISON OF INJURIES BY SERVICE**

Being hit by moving objects (26%) are SAPOL's top mechanism for the 2018/2019 financial year YTD, followed by body stressing injuries (23%).

## OFFENDER RELATED INCIDENTS

	Jul-18	Aug-18	Sep-18	Oct-18	Nov-18	Dec-18	Jan-19	Feb-19	Mar-19	Apr-19	May-19	Jun-19	YTD Total
Offender Related Incidents/ Total Incidents	9/212	88/210	65/168										250/590

September identified that 39% of all incidents were offender related

## FACTORS CONTRIBUTING TO INCIDENTS (INJURIES &amp; NEAR MISSES)

FACTORS	Jul-18	Aug-18	Sep-18	Oct-18	Nov-18	Dec-18	Jan-19	Feb-19	Mar-19	Apr-19	May-19	Jun-19	YTD Total	%
Mentally Ill Person/Persons	40	46	27										113	26%
Alcohol Affected Person/Persons	46	30	31										107	25%
Drug Affected Person/Persons	33	33	25										91	21%
Exposure to blood or bodily fluid	28	24	21										73	17%
Animal or Insect	4	11	6										21	5%
Exposure to a communicable disease	8	3	4										15	3%
Exposure to a chemical or toxic substance	1	3	3										7	2%
Needle Stick	0	1	1										2	0%
TOTAL	160	151	118	0	0	0	0	0	0	0	0	0	429	

## SERVICE ANALYSIS

Exempt

One injury reported –

- member suffered neck and shoulder pain following a vehicle collision  
Action taken – nil action.

Exempt

Two injuries reported –

- member suffering from neck and back pain due to sitting for long periods of time Exempt  
Action taken – a sit/stand desk could be an option
- member suffered a heart attack  
Action taken – taken to hospital for treatment.

Exempt

One injury reported –

- member is seeking medical treatment for multiple symptoms, possibly workplace stress  
Action taken – the absence manager will maintain contact with the member.

Exempt

Two injuries reported –

- member fell forward during a training exercise resulting in their left hand contacting a metal wall brace  
Action taken – taken to hospital, received stitches, exposed braces have been removed from the training location
- member was moving firearms to new reference library and suffered back pain  
Action taken – to be investigated.

Exempt

## Two injuries reported –

- member was bitten on the eyelid by a dust mite  
*Action taken – pest exterminator was arranged to treat the property*
- member was bitten by a spider while moving boxes  
*Action taken – pest exterminator was arranged to treat the property.*

Exempt

## Twelve injuries reported -

- member popped their right elbow exercising in the gym  
*Action taken – nil action*
- member strained their knee whilst carrying a quick cut saw  
*Action taken – nil action*
- member sustained an injury to their left toes during MOE training  
*Action taken – advised that they must maintain control of the ram until the tool is on the ground*
- member injured their right knee during an arrest  
*Action taken – nil action*
- member suffered pain and bruising to their left thigh after climbing over a fence  
*Action taken – nil action*
- member injured their left finger during room clearing training  
*Action taken – training has been modified to reduce the risk*
- member is suffering from stress and anxiety regarding workload and handling difficult callers  
*Action taken – nil action*
- member is suffering from a sore neck after falling from a chair whilst rolling across the floor  
*Action taken – advised not to sit on a chair and roll across the floor but rather to stand up and walk*
- member aggravated a back injury as a result of extended periods of sitting  
*Action taken – a sit/stand workstation exists, member needs to implement regular postural change*
- member suffering from left shoulder pain after picking up a food bin  
*Action taken – bin is to be placed closer to location*
- member suffering from an umbilical hernia after lifting a 

Exempt

  
*Action taken – advised that lift needs to be undertaken by two members*
- member suffering from a back strain after moving temporary fencing  
*Action taken – contractors are to be notified once work is completed to have the fence reinstated.*

Exempt

## Three injuries reported –

- one member fainted twice during a ceremony  
*Action taken – nil action*
- one member strained their right ankle  
*Action taken – nil action*
- Exempt

 injured their wrist during a training session  
*Action taken – nil action.*

Exempt

44 injuries reported –

- **Non Offender Contact Injuries – 13 reports**
  - **Slip, Trip and Fall** – five injuries - slipped on wet floor, fell heavily jumping a fence, tripped on stairs leaving PS, hit door before lock released and tripped on stairs during forced injury
  - **Dog bite** – one injury, dog jumped up and bit members hand
  - **Training** – one injury, handcuffing exercise – bruise and painful wrist
  - **Body Stressing** – one injury, aggravation of existing lower back injury
  - **MVA** – one injury, fleet and civilian vehicle collided at intersection
  - **Unwell at work** – one injury, member collapsed (existing medical condition)
  - **Rope burns** – one injury, deploying stop sticks
  - **Cuts from exhibit** – one injury, glass pipe fragments
  - **Insect bites** – one injury, at 

Exempt
- **Offender Contact Injuries – 29 reports**
  - **Arresting and Restraining** – six of these included potential communicable disease exposure (spitting and/or blood contact)
- **Psychological – two reports**
  - PTSD related to police taskings
  - involvement with 

Exempt

**Preventative action**

- mental health first aid training.

Exempt

30 injuries reported –

- **Non Offender Contact Injuries – 15 reports**
  - **Slip, Trip and Fall** – five injuries, standing on boulder and jumped off injuring their right ankle, attempted to climb a concrete tank stand, slipped and fell hitting head, jumping a corrugated fence when the fence collapsed receiving a graze and bruising to their arm and pain in their back, foot chase with an offender when slipped on road causing grazing to right knee and MDT became loose and jammed arm between unit and dash, received minor laceration to two knuckles on left hand
  - **MVA** – one injury, 

Exempt

 car was hit
  - **Dog bite** – two injuries, members bitten by dogs
  - **Body Stressing** – six injuries, pushing impounded vehicle and strained left Achilles tendon, suffering RSI whilst performing administration duties, back strain while changing a flat tyre, twisted left knee exiting a fleet, back pain after seat jerked forward and shin splints and knee pain after chasing an offender wearing a ballistic vest and IMOST equipment
  - **Member unwell at work** – one injury, severe pain in chest and elbow, transported to hospital
- **Offender Contact Injuries – eight reports**
  - **Arresting and Restraining**
- **Psychological – seven reports**
  - various work related stress issues, interpersonal conflict, workload, nature of tasking.

**Preventative action**

- mental health first aid training.

**HIRS – NEAR MISSES & HAZARDS****INCIDENTS WITHOUT INJURY**

72 incidents without injury reported

- of the 72 reports –
  - 23 psychological incidents
    - attendance at fatal MVA's (6)
    - attendance at sudden deaths and decomposed bodies (18)
    - workplace conflict (1)
    - traumatic exposures (2)
  - 18% (13) were related to dealing with persons with a mental health condition
  - 21% (15) involved exposure to a substance or bodily fluid
  - 19% (14) involved dealing with a person affected by alcohol
  - 18% (13) involved dealing with a person affected by drugs
  - 51% (37) were offender related

**HAZARD ANALYSIS**

35 hazards reported

- 23% (8) related to building maintenance type issues
- 23% (8) related to equipment type issues
- 34% (12) related to process type issues
- 11% (4) related to staffing/psychological issues.

Key issues identified were –

- nine reports related to issues discovered during workplace inspections
- five reports relate to issues associated with the property relocation/new building
- CAD/MRT logged off without members input
- workload issues at [Exempt]
- burnout due to taskings within the [Exempt]
- GRN portable radio changing channels without intending to do so (knocked while wearing)

**FINDINGS**

- workplace inspections under GO8540 should occur in August and November, not September
- Communication Group has issued a front line advice memo on how to avoid the MRT logging off
- RTSU workshop aware of the GRN portable issue.