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Institute for Work & Health

**Victoria, Australia**

Description of the organization of the occupational health and safety system and the delivery of prevention services

Report to the  
**Expert Advisory Panel**  
Occupational Health and Safety Prevention  
and Enforcement System

Ontario Ministry of Labour

## Victoria, Australia

There are approximately 2.5 million economically active adults in the state of Victoria, Australia.

For the purpose of the series of reports to the Expert Advisory Panel, Victoria is classified as a 'single authority' jurisdiction.

As is the case in Canada, jurisdiction for occupational health and safety resides at the sub-national level in Australia. The Victoria WorkCover Authority (VWA) is an agency of the Victoria State government and operates under the trade brand *WorkSafe Victoria*. WorkSafe Victoria has the responsibility for the administration of workers' compensation and the enforcement of occupational health and safety laws. WorkSafe Victoria's governing board is currently composed of eight members appointed by the government. Board members are appointed to reflect a mix of competencies. The CEO is a member of the Board of Directors. There is no formal designation of Board positions for representatives of employers or organized labour. There are a number of WorkSafe Victoria's Board members who also serve on the Board of the Traffic Accident Commission (TAC).

The statutory authority to establish the regulatory framework is held by the Minister of Water, Finance, WorkSafe Victoria and the Transport Accident Commission, Tourism and Major Events (Government of Victoria). For standards agreed at the federal level through the (Australian) Workplace Ministerial Council, Victoria is represented by the Minister responsible for Workplace Relations. The OHS legislative framework provides for the recognition of industry standards.

OHS services and workers' compensation for employees of the federal government and agencies is provided by Comcare. Coverage by the federal Occupational Health and Safety Act 1991 (OHS Act) extends nationally to approximately 404,000 FTE employees (186,000 from premium paying employers, 164,000 from licensed self-insurers and 54,000 Australian Defence Force personnel). Approximately 85,000 federal employees are covered by Comcare in the State of Victoria (7).

## 1.0 Organization and Structure of OHS Prevention Services

### 1.1 Key Elements of Legislative Authority

WorkSafe Victoria has the mandate, under legislation, to administer legislation concerning occupational health and safety, public safety and workers' compensation insurance protection for employers and workers. The VWA's statutory obligations are contained in several Acts of Parliament including:

- health, safety and welfare in the workplace under the Occupational Health & Safety Act 2004
- workers' compensation and the rehabilitation of injured workers under the Accident Compensation Act 1985 and the Accident Compensation (WorkCover Insurance) Act 1993
- employer insurance and premium under the Accident Compensation (WorkCover Insurance) Act 1993

- explosives and other dangerous goods under the Dangerous Goods Act 1995
- the transport of dangerous goods by road under the Road Transport Reform (Dangerous Goods) Act 1995
- high-risk equipment used in public places and on private premises under the Equipment (Public Safety) Act 1994.

Australia has ten OHS jurisdictions. The general Australian OHS laws in each jurisdiction are broadly based on the 'Robens model' (6). The recommendations made by Robens' Committee in the United Kingdom resulted in widespread legislative reform in OHS across the UK and other countries whereby OHS laws shifted from detailed, prescriptive standards to a more self-regulatory and performance-based approach. The Robens model includes two principal elements: a single umbrella statute containing broad 'general duties' based on the common law duty of care; and the incorporation of 'self-regulation' by empowering duty holders, in consultation with employees, to determine how they will comply with the general duties. Prescriptive requirements were replaced with a three tiered approach involving regulations and codes of practice designed to support the general duties in the Act. Robens also recommended the use of improvement and prohibition notices in compliance activities as new administrative sanctions to enable regulators to contribute to the self-regulatory culture.

On 1 July 2005, the Occupational Health and Safety Act 2004 came into effect in the State of Victoria, the outcome of a major review of the 1985 Act. Among the significant amendments in the 2004 legislative reforms are:

*Provisions to hold company officers personally liable for a breach of the Act.*

Company officers are obliged to be aware of their organisation's health and safety obligations and how they are managed. Officers need to ensure that safety responsibilities are communicated to all staff, that appropriate safety procedures are in place, and that sufficient resources are allocated to health and safety.

*Moderate strengthening of provisions for worker representation in workplace OHS decision-making*

These new provisions include a right of entry to the workplace has been introduced for authorised representatives of employee organisations, such as unions, to gain entry to workplaces where they have reasonable suspicion that a breach of the Act has or is taking place. It has been introduced to provide another option for raising and addressing workplace health and safety issues. A union official's existing right to enter workplaces when their assistance is requested by a health and safety representative continues.

*Increased penalties*

From July 1, 2005, the maximum fines for serious breaches of the new Act increased:

- the maximum fine for corporations increased from \$255,625 to \$1,051,380;
- the maximum fine for individuals has increased from \$51,125 to \$210,276.

### 1.2 *Responsibility for Prevention Services*

WorkSafe Victoria takes a 'modern regulator' approach to enforcing the law. WorkSafe Victoria uses a 'constructive compliance' approach to assist employers in protecting the health of workers, employing enforcement, technical assistance and economic incentives.

WorkSafe Victoria is responsible for the administration of occupational health and safety legislation and programs in Victoria. The occupational health and safety legislation makes both workers and employers responsible for workplace health and safety, with WorkSafe Victoria responsible for applying the law and ensuring compliance.

### 1.3 *Source of Funding and Expenditures on Prevention Services*

Prevention services provided by WorkSafe Victoria are funded by employer insurance premium contributions.

In 2008, total expenditures by WorkSafe Victoria on labour inspection, enforcement and compliance services was \$35.9 million. Total direct expenditures administered by Health and Safety was \$51.2 million, excluding expenditures on social media and marketing, operation of the administrative component of the licensing scheme and operation of the centralized health and safety advisory service. Total expenditures of \$51.2 million for prevention services represents 3.09% of total premium revenues of \$1,655 million. Prevention services expenditures represent \$21.50 AUD per worker.

### 1.4 *Prevention Service Activities*

WorkSafe Victoria, the VWA's occupational health and safety arm, takes the lead role in the promotion and enforcement of health and safety in Victorian workplaces. WorkSafe has a team of more than 450 field officers, investigators, work-site technical experts and support staff who deliver services on a regional basis. WorkSafe Victoria employs approximately 200 labour inspectors and 250 technical, consultation and support staff.

WorkSafe is responsible for improving workplace safety through implementing the organisation's comprehensive constructive compliance strategy which focuses on information and education, incentives, enforcement, investigations, prosecutions and penalties. WorkSafe Victoria labour inspectors conducted 42,000 field visits in 2009 and issued 11,507 notices and directions.

The Occupational Health and Safety Act 2004 requires employers to provide such training to employees as is necessary to enable the employees to perform their work in a manner that is safe and without risks to health. The Victorian WorkCover Authority does not directly provide or fund education and training services. VWA has the sole authority to approve providers of OHS training courses. There are currently approximately 50 licensed OHS training providers.

The Authority currently approves 6 types of courses:

*Initial Level OHS Course For HSRs* - This is a 5-day introductory course in OHS legislation, principles and practice for health and safety representatives. This course may also be jointly delivered to both HSRs and managers/supervisors.

*Refresher OHS Course For HSRs* - This is annual training that is available to HSRs and their deputies who have been trained to Initial Level. It aims to refresh their OHS knowledge and skills.

*OHS Act, Section 69 Courses* - Training under section 69 of the OHS Act is intended to deliver learning outcomes which are different from those delivered by Initial Level or Refresher HSR training. The entitlement to this training, unlike Initial Level or Refresher HSR training, does not extend to deputy HSRs. Approved courses covered by section 69 include Manual Handling and Risk Control.

*Initial Level 5 Day Course for HSRs, Managers and Supervisors* - Training providers who seek approval to deliver Initial Level training to HSRs, managers and supervisors must use the WorkSafe Victoria Learning Outcomes for initial level OHS training for HSRs to deliver the course over 5 days.

*Manager and Supervisor 6 day OHS Training course* - The 6 day course for managers and supervisors is to provide knowledge and skills assisting them to fulfil their duties and responsibilities under the OHS Act 2004 and OHS Regulations 2007 and provide a basic understanding of return to work in their workplace. The course must be developed using the WorkSafe Victoria Learning Outcomes for initial level OHS training for managers and supervisors and be delivered over 6 days.

*Manager and Supervisor 1 Day OHS Extension Course* - WorkSafe Victoria recommends managers and supervisors who have attended the above initial 5 day training course (Course A) also attend an additional 1 day extension training course designed to update their knowledge. The course must be developed using the WorkSafe Victoria approved Learning Outcomes for the manager/supervisor one day extension update.

Successful attendance and participation in a course will not deem the manager or supervisor to be 'sufficiently competent' or to have fulfilled their legal duties under the OHS legislation. Attending a training course is only one way a manager or supervisor can develop competencies and fulfill legal duties under the Victorian OHS legislation.

### 1.5 *Expenditures on Research*

WorkSafe Victoria's annual investment in research related to the prevention of work-related injury and illness is estimated to be in the range of \$3 million representing 5.8% of total prevention services expenditures of \$51.2 million. In 2009, the Boards of Directors of WorkSafe and the Traffic Accident Commission (TAC) committed to reserve funds to support a research center named the *Institute for Safety, Compensation and Recovery Research*. ISCRR has been established as a unit of Monash University and will operate with annual revenues of approximately \$5 million. TAC is the public insurance agency in Victoria covering transport accident injuries.

## 2.0 OHS Prevention Model

### 2.1 OHS Standards

Over the past 25 years, WorkSafe Victoria (and its predecessors) retained an historic emphasis on the principles of the Robens' model, relying on an umbrella statute containing broad 'general duties' based on the common law duty of care and the incorporation of 'self-regulation' by empowering duty holders to determine how they will comply with the general duties. Prescriptive requirements are complemented by regulations and codes of practice designed to support the general duties in the Act.

### 2.2 Regulatory Review Process

There is no legislated requirement that OHS legislation be reviewed at mandated intervals. Regulatory review is at the pleasure of the Minister, typically arising from the advice of WorkSafe Victoria.

Occupational health and safety regulations are made under the authority of the Minister for Finance, WorkCover and the Transport Accident Commission. Regulations specify the ways duties imposed by the Act must be performed, or prescribe procedural or administrative matters to support the Act.

To supplement regulatory standards, WorkSafe Victoria provides advice and guidance about what constitutes compliance with the Act and Regulations, through the provision of compliance codes and non-statutory guidance. Compliance Codes are issued under the authority of the Minister for Water, Finance, WorkSafe and the Transport Accident Commission, Tourism and Major Events. This information, if applied appropriately, will mean those who follow it are deemed to have complied with their obligations under the OHS Act.

### 2.3 Regulatory Requirement for Worker Participation

Workplace 'Health and Safety Representatives', elected by designated groups of workers, have a number of powers under the Occupational Health and Safety Act, 2004. The election of a Health and Safety Representative is not a mandatory obligation in workplaces.

The OHS Act 2004 requires employers to consult with employees concerning OHS matters. The Act also provides for the establishment of designated work groups (DWG) and the election of health and safety representatives (HSRs). The Act gives employers some flexibility in how they meet their obligation to consult with workers. As the enforcement agency, WorkSafe believes that where employees have elected a HSR to represent them on health and safety issues, the most effective way to consult with those employees is with the assistance of and through that HSR.

WorkSafe administers the regulatory requirement for workers or employers to be licensed to perform the following types of work:

- High risk work (e.g. scaffolding and rigging, operating cranes and forklifts, and using boilers and other pressure equipment)
- removing specific types and amounts of asbestos
- operating a major hazard facility
- using scheduled carcinogens

- transporting dangerous goods

#### 2.4 *Economic Incentives*

WorkSafe Victoria makes use of experience rating in establishing insurance premiums to be paid by individual employers. A prospective experience rating program is applied to employers with annual assessable payroll in excess of \$200,000. Reforms of the experience rating program have been introduced over the past five years.

In 2009, there were 37 employers licensed to self-insure for workers' compensation liabilities, representing approximately 7% of all remuneration in the State of Victoria. Self-insured employers have been monitored across a range of occupational health and safety measures over the past three years under an 'Employer Performance Management' program.

The gross value of premium adjustments to employers under WorkSafe Victoria's prospective experience rating program was \$344,477,000 AUD in 2008/2009.

WorkSafe Victoria does not have an economic incentive program that provides premium discounts or awards for OHS performance. WorkSafe does administer a grant program aimed at addressing barriers to improved OHS performance and to build capacity (the Performance Fund). Annual WorkSafe prevention grants are in excess of \$4 million.

### 3.0 **National harmonization of work health and safety laws**

State-level occupational health and safety legislation has evolved inconsistently over time in the 10 jurisdictions in Australia. In July 2008, the Council of Australian Governments formally committed to the harmonization of work health and safety laws. The oversight of this process has been allocated to the Workplace Relations Ministers' Council (WRMC) representing the Ministers with labour and workplace relations responsibilities at the Commonwealth, State and Territory levels. These reforms are expected to be implemented on 1 January 2012. [An intergovernmental agreement provided for the establishment of an independent body], Safe Work Australia, to lead the development and implementation of the model work health and safety laws. Safe Work Australia is in fact a successor body to two previous bodies; the National Occupational Health and Safety Commission and the Australian Safety and Compensation Council. Safe Work Australia has 15 members, including an independent Chair, nine members representing the Commonwealth and each State and Territory, two members representing the interests of workers, two representing the interests of employers and the CEO of Safe Work Australia.

An independent review panel has provided two reports making recommendations on the optimal structure and content of a model work and health and safety act (4). The second report contains findings and makes recommendations on matters that are relevant to a model OHS Act address:

- scope and coverage, including definitions;
- workplace-based consultation, participation and representation provisions, including the appointment, powers and functions of health and safety representatives and/or committees;



- enforcement and compliance, including the role and powers of OHS inspectors, and the application of enforcement tools including codes of practice;
- regulation-making powers and administrative processes, including mechanisms for improving cross-jurisdictional cooperation and dispute resolution;
- permits and licensing arrangements for those engaged in high risk work and the use of certain plant and hazardous substances;
- the role of OHS regulatory agencies in providing education, advice and assistance to duty holders; and
- other matters the review panel has identified as being important to health and safety that should be addressed in a model OHS Act.

A Model Work Health and Safety Act has been drafted and has been subject to a process of consultation that has resulted in some amendment. At its meeting on 29 April 2010 Safe Work Australia (by a majority of its members) endorsed the current version of the amended Model Act. The WRMC has agreed that Safe Work Australia and Parliamentary Counsel's Committee may continue to make further amendments until the implementation of the legislation on 1 January 2012. However any amendments that involve policy changes would need to be endorsed by WRMC.

## **4.0 OHS Strategy Framework**

### *4.1 Description of Elements of OHS Strategy*

The WorkCover Victoria 'Strategy 2012' plan has a target of 40% reduction in compensation claims per 1,000 workers in 2012 relative to the rate in 2002 (1). This ten-year goal is a national target, expressed in the National Occupational Health and Safety Strategy. The focus of prevention efforts in the 'Strategy 2012' plan are: 1) the control of hazards leading to musculoskeletal injuries and 2) reduction of work injuries arising from contact with machinery and equipment.

WorkCover Victoria has made sustained investments in social marketing, seeking to increase awareness of occupational health and safety and to influence the culture of safety and compliance in the state. WorkCover Victoria routinely measures a number of indicators of public perception relevant to the agency's mandate to change attitudes and values concerning workplace health and safety.

In the 2007/08 period, WorkSafe Victoria introduced 'segmentation' in prevention services, designing services that were configured to be appropriate to differences in employer size.

WorkSafe Victoria uses a mix of incentives, technical assistance and enforcement in the delivery of prevention programs to workplaces. WorkSafe Victoria's prevention strategy focuses on three key areas: 1) reducing the 'biggest risks' to Victorian workplaces, 2) protecting the most vulnerable workers and 3) preparing for the future. The strategy focuses on four principal hazards: material handling and the prevention of slips/trips and falls (musculoskeletal injuries), minimizing risks to workers interacting with machinery and equipment, the prevention of workplace stress and bullying and reduction in exposure to asbestos in construction and manufacturing



sectors. Industry sectors receiving targeted prevention services include social assistance, health care, transportation and warehousing, food manufacturing, transportation equipment manufacturing, agriculture and metal fabrication.

#### *4.2 Participation of employer and worker representatives*

WorkCover Victoria declares a commitment to consult 'regularly with employers, workers and their representatives on major programs and initiatives'.

#### *4.3 Targeting Resources to Greatest Risks*

In general, the type of enforcement action taken by WorkSafe Victoria follows assessment of the situation and consideration of the following factors:

- extent of the risk
- seriousness of the perceived breach and the actual or potential consequences
- whether or not the situation or hazard type is targeted by WorkSafe Victoria for priority prevention activity
- impact of the regulatory action, especially its impact on encouragement and deterrence
- compliance history of the employer, and
- whether or not the incident of non-compliance is of considerable public concern.

### **5.0 Operational Co-ordination**

#### *5.1 Priorities in Operational Coordination*

The health and safety responsibility within WorkSafe Victoria is led by an Executive Director, reporting to the Chief Executive.

#### *5.2 Monitoring the Effectiveness of Prevention Services*

WorkSafe Victoria annually monitors 24 indicators measuring the activity and outcomes of prevention services relative to program targets (1). Indicators monitor:

- 1) the incidence and severity of workplace injury and illness (7 measures),
- 2) the outcomes of targetted programs and interventions (5 measures),
- 3) timeliness of administration of appeals (1 measure),
- 4) the efficiency of enforcement services (4 measures),
- 5) risks arising in major hazard facilities (4 measures) and
- 6) the integrity of premium collection (3 measures).

## References

1. WorkSafe Victoria. 2009/10 Corporate Plan. Strategy 2012 - Year 3 of our 5 year plan.
2. Occupational Health and Safety Act, 2004  
[http://www.worksafe.vic.gov.au/wps/wcm/connect/wsinternet/WorkSafe/Home/Safety+and+Prevention/Health+And+Safety+Topics/Occupational+Health+and+Safety+Act+2004/D\\_Occupational+Health+and+Safety+Act+2004](http://www.worksafe.vic.gov.au/wps/wcm/connect/wsinternet/WorkSafe/Home/Safety+and+Prevention/Health+And+Safety+Topics/Occupational+Health+and+Safety+Act+2004/D_Occupational+Health+and+Safety+Act+2004)
3. Health & Safety Representatives - Policy Positions. WorkSafe Victoria, 2008.  
<http://www.worksafe.vic.gov.au/wps/wcm/connect/wsinternet/WorkSafe/Home/Safety+and+Prevention/Health+and+Safety+Representatives/>
4. National Review into Model Occupational Health and Safety Laws. Second Report, January 2009. <http://www.nationalohsreview.gov.au/ohs/Reports/>
6. Lord Robens, Report of the Committee on Safety and Health at Work, HMSO, London, 1972.
7. Compendium of OHS and Workers' Compensation Statistics. Safety, Rehabilitation and Compensation Commission, Government of Australia. December 2009.

April 30, 2010

	Ontario		Victoria, Australia
Reference Year	2007		2008/2009
<b>A Labour Force Statistics</b>			
A.1 Population aged 15-64	9,068,500	f	3,520,800 s
A.2 Labour force participants	6,590,000	h	2,563,000 s
A.3 Labour force participants covered by the OHS legislation of your authority	5,840,000	a	2,478,000 s
A.4 Labour force participants excluded, exempt or covered under a separate authority	531,347	r	85,000 s
<b>B Inspection, Enforcement and Compliance Services</b>			
B.1 Count of the number of staff in your authority's labour inspection service	450		200 t
B.2 Total number of inspection/investigation hours	NA		NA
B.3 Total number of field visits conducted by staff in your authority's labour inspection service	101,275	a	42,184 i
B.4 Total number of orders or citations issued by staff in your authority's labour inspection service	176,600	a	11,507 t
B.5 Total number of convictions arising from the prosecution of OHS violations (if appropriate)	1,191	a	108 i
B.6 Total value of fines levied for convictions arising from the prosecution of OHS violations.	\$12,000,000	a	\$6,796,000 i
B.7 Count of the number of labour inspection staff under the authority of other agencies that provide inspection services in your jurisdiction	30	r	NA
B.8 Total number of field visits conducted by labour inspection staff under the authority of other agencies that provide inspection services in your jurisdiction	951	r	NA
B.9 Total number of orders or citations issued by labour inspection staff under the authority of other agencies that provide inspection services in your jurisdiction	32	r	NA
B.10 Total number of convictions arising from the prosecution of OHS violations under the authority of other agencies in your jurisdiction	2	r	NA
B.11 Total value of fines levied for convictions arising from the prosecution of OHS violations under the authority of other agencies in your jurisdiction.	\$290,000	r	NA
<b>C Training and Workplace Consultation Services</b>			
C.1 Count of number of staff funded by or employed by your authority providing training services or workplace consultation services	350	b	250 t
C.2 Total number of participant-days of training provided	282,380	a	0 p
C.3 Total number hours of workplace consultation services	163,057	a	NA
<b>D Expenditures</b>			
D.1 Expenditures on labour inspection, enforcement and compliance services	\$90,000,000	a	\$51,200,000 t
D.2 Expenditures on education, training, workplace consulting, social marketing and prevention communications	\$103,600,000	a	NA
D.3 Expenditures on research related to the prevention of work-related injury and illness	\$5,600,000	a	\$3,000,000 t
D.4 Economic incentives: gross value of rebates and surcharges assessed on employer insurance premiums	\$523,000,000	c	\$344,477,000 t
D.5 Economic incentives: value of rebates or awards to employers for OHS performance	\$32,600,000	e	\$4,000,000 q
D.6 Number of employers participating in OHS performance programs	3,200	d	NA q

Reference Year		Ontario 2007		Victoria 2008/2009	Australia
<b>E Insurance for work-related disability</b>					
E.1	Labour force participants insured by workers' compensation / work disability funds in your jurisdiction	4,786,088	h	2,478,000	s
E.2	Labour force participants excluded, exempt or insured by a separate workers' compensation/ work disability fund	1,803,900		85,000	s
E.3	Total premium revenue	\$2,499,000,000	g	\$1,655,639,000	j
E.4	Expenditures on wage replacement benefits STD	\$2,372,000,000	h	\$247,202,000	l
E.5	Expenditures on pension, permanent disability awards			\$465,810,000	l
E.6	Expenditures on health care services and vocational rehabilitation services	\$810,000,000	h	\$523,674,000	l

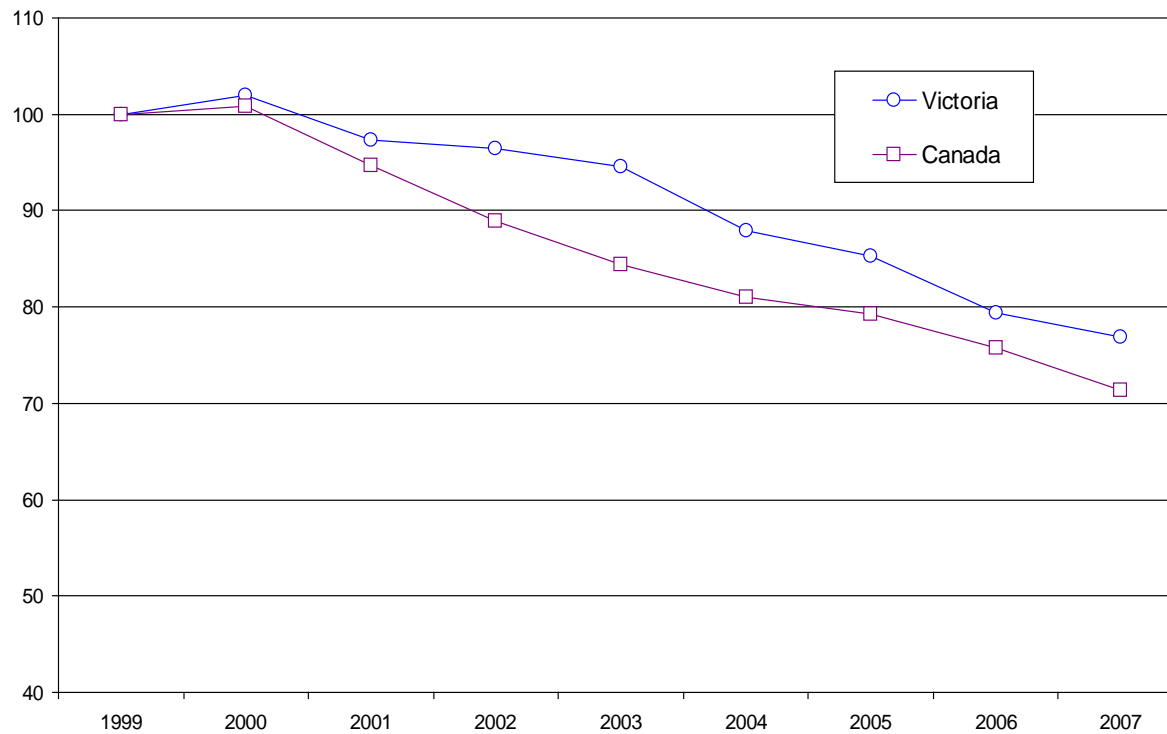
NA: Not available

DNA: Does not apply

- a) Expenditures reported in \$ CDN. System performance measurement report 2007. Note that 'Expenditures on education, training, workplace consulting, social marketing and prevention communications' excludes \$30,600,000 in revenues generated from service fees. Occupational Health and Safety Council of Ontario. January 30, 2009.  
<http://www.iwh.on.ca/ohsco-system-performance-measurement-report-2007>
- b) RPO. Occupational Health and Safety Council of Ontario. Roles review and realignment, June 2008
- c) Recommendations for experience rating. Report to the WSIB. Morneau Sebaco, October 2008.
- d) WSIB. Safety Groups Program Member Update 2006/2007. <http://www.wsib.on.ca/wsib/wsibsite.nsf/public/SafetyGroupsProgram>
- e) WSIB. 2008 Safety Groups Program Rebate. <http://www.wsib.on.ca/wsib/wsibsite.nsf/public/SafetyGroupsYearlyRebate>
- f) Population estimates and projections, 2009, Statistics Canada. <http://www40.statcan.gc.ca/101/cst01/demo31a-eng.htm>
- g) Annual Report 2007, Workplace Safety and Insurance Board. Total premium revenue is reported as premium revenue for the current year (\$2,499 million) plus income from investments (\$812 million). Additional premium revenue of \$1,024, allocated to the unfunded liability in Ontario, are not recorded in entry E.3.
- h) <http://www.iwh.on.ca/compensation-fact-sheets>. Expenditures on short-term wage replacement benefits (E.4) and pension awards (E.5) are consolidated in Ontario. Expenditures on health care services and vocational rehabilitation services (E.6) include expenditures for the WSIB Labour Market Re-entry program.
- i) Worksafe Victoria. Annual Report 2009. p 24
- j) Worksafe Victoria. Annual Report 2009. p 49.
- k) Worksafe Victoria. 2009/2010 Corporate Plan. p29 (note figure is projected inspections for 2009/2010)
- l) Worksafe Victoria. Annual Report 2009. p 63. Note 11: Claims Costs. Benefit amounts listed in this table apply to 2008. Benefit expenditures for entry E.5 combine expenditures for 'maims and impairment benefits' (-\$107,391,000) with expenditures for 'common law' awards (\$573,201,000). Benefit expenditures for entry E.6 combine expenditures for 'medical including medico-legal' (\$416,451,000) with expenditures for 'other payment types' (\$107,223,000).
- p) WorkSafe does not directly provide or fund education and training services.
- q) WorkSafe does not have an economic incentive program for employers to acknowledge OHS performance. WorkSafe does administer a grants program (the Prevention Fund)
- r) OHS Compliance and Operations Unit, Labour Program, HRSDC. Custom tabulation, April 20, 2010.
- s) Compendium of OHS and Workers' Compensation Statistics. Safety, Rehabilitation and Compensation Commission, Government of Australia. December, and,  
<http://www.workplace.gov.au/lmip/LabourForceData/Victoria?cid=EmploymentTimeSeries|State|VIC|LFR|anon|Labour%20Market&view=table>
- t) Personal communication, Ms Robin Trotter, Strategy and Planning Division, WorkSafe Victoria, May 23, 2010

## Trends in work injury rates or claim rates, 1999-2007

### Canada and Victoria, Australia (1999 = 100)



[www.iwh.on.ca](http://www.iwh.on.ca)