



# Developing Job Quality Benchmarks: Work Related Injuries and Illnesses



University of  
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Centre for  
**Work + Life**

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2012\_ACNW\_Community\_20121102.csv  
2012\_ACNW\_Residential\_20121102.csv

Disclaimer: Due to differing analysis methods that may be applied to the data, the results obtained in this report may not necessarily reflect the identical results obtained in the publication entitled:

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## about this report

This report uses detailed analysis of the National Aged Care Workforce Census and Survey, 2012, to identify the incidence and causes of work-related injuries/illnesses for Personal Care Attendants (PCAs) and Community Care Workers (CCWs). These are the two main occupations in the aged care workforce, comprising 68 percent of those employed in direct care in residential facilities and 81 percent of those employed in direct care in community outlets respectively (King et al, 2013). The analysis is used to provide Work Health and Safety benchmarks for PCAs and CCWs.

The Work Health and Safety benchmarks are examined by form of employment (casual and permanent), type of organisation (not for profit (NFP), government and for profit) and tenure (less than one year, one year or more) to account for different work conditions.

This report draws on both employee and facility reports of work-related injuries and illnesses for personal care attendants (PCAs) and community care workers (CCWs). It should be noted that the employee and facility reports refer to different time periods and are therefore not directly comparable.

## **Summary**

Overall, the incidence of injuries/illnesses reported by employees is slightly higher for PCAs (16.9%) than CCWs (11.1%).

The rate of reporting incidences of injuries/illnesses by facilities are much higher for PCAs (83.5%) than CCWs (47.8%).

For both CCWs and PCAs, the most commonly reported injuries/illnesses were sprains/strains and chronic joint or muscle conditions. These were also the most commonly reported injuries/illnesses reported by facilities. Facilities also reported superficial injuries as a very common injury/illness for both PCAs and CCWs.

The main nominated cause of injuries/illnesses for PCAs and CCWs reported by both facilities and employees was lifting, pushing, pulling, and bending. However CCWs reported falls and repetitive movements as the second main cause of injuries/illnesses and PCAs reported hitting, being hit or cut by a person, object or vehicle as their second main cause of injuries/illnesses.

## **Summary of the results for PCAs**

Overall, 16.9 percent of the PCAs reported sustaining work related injuries and illnesses in the 12 months prior to the census and 83.5 percent of facilities reported at least one type of injury/illness for PCAs over the last 3 months prior to the census.

For PCAs, the most commonly reported injuries/illnesses were sprains/strains (35.2%) and chronic joint or muscle conditions (19.6%). The most commonly reported injuries/illnesses reported by facilities were superficial injuries (33.8%) and sprains/strains (33.5%), followed by chronic joint or muscle conditions (9%).

The main causes nominated for reported work related injuries/illnesses by both PCAs and facilities were lifting, pushing, pulling, and bending; and hitting, being hit or cut by a person, object or vehicle.

In looking at form of employment, organisation type and tenure with current employer, the main differences within employee reports and facilities' reports are as follows:

## Employee Reports

- Permanent /fixed term PCAs were much more likely to report work related injuries/illnesses (17.8%) than casual PCAs (8.3%).
- PCAs who worked with their current employer for one year or more, were twice as likely to report work related injuries/illnesses (19.1%) than PCAs who had worked with their current employer for less than one year (10.4%).
- Stress or other mental conditions are three times more likely to be reported by PCAs who had worked one or more years for their current employer (15.9%) than PCAs who had worked for their current employer for less than one year (4.4%).
- PCAs in not-for-profit organisations (13.9%) were more likely to nominate hitting, being hit or cut by a person, object or vehicle as a cause of recent injuries/illnesses than PCAs in for-profit (13.5%) and government agencies (5.2%).

## Facility reports

- Not-for-profit agencies were the most likely to report work related injuries/illnesses for PCAs (87.5%) and for-profit organisations the least likely (75.5%).

## Summary of the results for CCWs

Overall, 11.1 percent of the CCWs reported sustaining work related injuries and illnesses in the 12 months prior to the census and 43.8% of facilities reported at least one type of injury/illness for CCWs over the last 3 months prior to the census.

For CCWs, the most commonly reported injuries/illnesses were sprains/strains (44.7%) and chronic joint or muscle conditions (25.1%). The most commonly reported injuries/illnesses reported by facilities were sprains/strains (43.8%) and superficial injuries (21.1%), followed by chronic joint or muscle conditions (12.5%).

The main causes nominated by CCWs for reported work related injuries/illnesses were lifting, pushing, pulling, and bending; and falls and repetitive movements. The main causes nominated by facilities for work related injuries/illnesses suffered by CCWs were lifting, pushing, pulling, and bending; and hitting, being hit or cut by a person, object or vehicle.

In looking at form of employment, organisation type and tenure with current employer, the main differences within employee reports and facilities' reports are as follows:

## Employee Reports

- Casual CCWs are more likely to report lifting, pushing, pulling, and bending (45.2%) as a major cause of illness/injury than permanent/fixed term CCWs (32.8%).
- CCWs in government organisations reported repetitive movements (30.4%) and CCWs in not-for-profit organisations reported lifting, pushing, pulling, and bending (39.6%) as the most frequent cause of their recent injuries/illnesses.
- Lifting, pushing, pulling, and bending was a much more commonly reported cause of injury/illness by CCWs who had worked with their current employer for less than one year (49.7%) than those who had worked for one year or more (29.5%).
- Repetitive movements were more commonly nominated as a cause of injury/illness by CCWs who had worked with their current employer for one year or more (15.9%) than those who had worked with their current employer for less than one year (3.8%).

## Facility reports

- Almost half of facilities reported injuries/illnesses for permanent/fixed term employees CCWs (49.1%) while 43.5 percent of facilities reported injuries/illnesses for casual CCWs.
- Not-for-profit agencies were the least likely to report work related injuries/illnesses for CCWs (45.1%) and for-profit organisations the most likely (72.7%).
- Superficial injuries were reported by facilities much more frequently for casual CCWs (33.4%) than fixed term/permanent CCWs (19.1%).



- Facilities reported lifting, pushing, pulling, and bending as a more frequent cause of injuries/illnesses for casual employees (41.6%) than fixed term/permanent employees (21%).
- For-profit organisations reported higher rates of superficial injuries for CCWs (36%) than not-for-profit organisations (21.9%) or government agencies (15.6%).
- Facilities reported lifting, pushing, pulling, and bending as a more frequent cause of injuries/illnesses for CCWs who had worked with their current employer for one year or more (40.8%) than those who had worked with their current employer for less than one year (34.8%).

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## Personal Care Attendants (PCAs)

### Work-related injuries/illnesses over the last 12 months (employee reports)

Overall, 16.9% of the PCAs reported sustaining work related injuries and illnesses in the 12 months prior to the census. For this group, the most commonly reported injuries/illnesses were sprains/strains (35.2%) and chronic joint or muscle conditions (19.6%) (Table 1).

#### Form of employment

Permanent/fixed term PCAs were much more likely to report work related injuries and illnesses (17.8%) than casual PCAs (8.3%).

For permanent/fixed term PCAs the most commonly reported work related injuries/illnesses were sprains/strains (35.7%), and chronic joint or muscle conditions (18.9%). Stress or other mental conditions (16%) were the third most frequent type of injury/illness reported by permanent/fixed term PCAs (Table 1).

For casual PCAs the most commonly reported work related injuries/illnesses were sprains/strains (28.7%), and chronic joint or muscle conditions (23.4%) (Table 1).

#### Organisation type

PCAs working in government agencies were the most likely to report work related injuries/illnesses (20.1%) and PCAs working in for-profit organisations the least likely (14.9%).

Sprains/strains, chronic joint or muscle pains and stress or other mental conditions are the most frequently reported illnesses/injuries reported by PCAs in all organisation types (Table 1).

#### Tenure with current employer

PCAs who had worked with their current employer for one year or more were more likely to report work related injuries/illnesses (19.1%) than PCAs who had worked with their current employer for less than one year (10.4%). Sprains/strains and chronic joint or muscle pain are the most common injuries/illnesses reported by both groups. However stress or other mental conditions are more likely to be reported by PCAs who had worked one or more years for their current employer (15.9%) than PCAs who had worked for their current employer for less than one year (4.4%) (Table 1).

Table 1. Work-related injuries/illnesses over the last 12 months, by form of employment, type of organisation and tenure with current employer-PCAs

	Casual	Permt/ Fixed term	For Profit	Govern ment	Not- for- Profit	Less than one year	One year or more	Total
Fracture	5.8	0.9	1.5	0.0	2.8	7.1	0.2	0.5
Chronic joint or muscle condition	23.4	18.9	20.0	19.7	12.5	17.3	19.6	19.6
Sprain/strain	28.7	35.7	33.5	34.9	46.0	42.1	35.0	35.2
Cut/open wound	2.5	4.6	5.6	2.8	0.8	7.4	4.7	4.7
Crushing injury/ internal organ damage	0.0	0.2	0.3	0.0	0.0	0.0	0.1	0.1
Superficial injury	9.8	10.5	10.5	9.7	13.2	10.5	10.6	10.6
Stress or other mental condition	3.8	16.0	14.2	18.7	12.1	4.4	15.9	15.5
Burns	8.9	1.4	2.2	0.9	0.0	0.0	2.0	1.9
Other	17.2	11.9	12.1	13.3	12.6	11.2	12.0	12.0
<b>Total (count)</b>	<b>51</b>	<b>1044</b>	<b>723</b>	<b>299</b>	<b>69</b>	<b>25</b>	<b>803</b>	<b>1095</b>
<b>Total (%)</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

- Based on employee reports. Multiple responses allowed.

## Main causes of work related injuries/illnesses (employee reports)

For PCAs who reported work related injuries/illnesses during the last 12 months, the main reported causes were lifting, pushing, pulling, and bending (52.2%), and hitting, being hit or cut by a person, object or vehicle (11.8%) (Table 2).

### Form of employment

Just over half both casual and permanent/fixed term PCAs reported that their most recent injuries/illnesses were caused by lifting, pushing, pulling, and bending. Casual PCAs are more likely to report the hitting, being hit or cut by a person, object or vehicle (27.6%) as a major cause of illness/injury than permanent/fixed term workers (10.2%).

## Organisation type

Lifting, pushing, pulling, and bending is the most frequent cause reported by employees of recent injuries/illnesses for all organisation types with hitting, being hit or cut by a person, object or vehicle the second most frequent cause for all organisation types. Employees in for-profit (13.5%) and not-for-profit organisations (13.9%) are more likely to nominate hitting, being hit or cut by a person, object or vehicle as a cause of recent injuries/illnesses than employees in government agencies (5.2%).

## Tenure with current employer

Lifting, pushing, pulling, and bending was the most commonly reported cause of injury/illness by PCAs who had worked with their current employer for one year or more (51.6%). Similarly, of the 17 PCAs who had worked with their current employer for less than one year, 71.3 percent reported lifting, pushing, pulling, and bending as the main cause of injuries/illnesses in the last 12 months.

*Table 2. Causes of most recent work-related injuries/ illnesses in the last 12 months, by form of employment, type of organisation and tenure with current employer-PCAs*

	Casual	Permt/ Fixed term	For Profit	Government	Not- for- Profit	Less than one year*	One year or more	Total
Lifting, pushing, pulling, bending	54.2	50.5	47.1	58.9	62.6	71.3	51.6	52.2
Other	6.3	18.5	16.1	20.6	9.0	13.4	18.2	18.1
Hitting, being hit or cut by person, object or vehicle	27.6	10.2	13.5	5.2	13.9	4.6	12.0	11.8
Exposure to mental stress	3.1	6.2	6.6	5.2	4.0	0.0	6.9	6.7
Fall	6.5	6.5	7.9	4.4	3.9	10.7	5.0	5.2
Repetitive movement with low muscle loading	2.3	4.2	4.9	2.4	2.6	0.0	2.6	2.5
Prolonged standing, working in cramped or unchanging positions	0.0	1.4	1.4	1.5	0.0	0.0	1.5	1.4
Fatigue	0.0	1.3	1.4	0.9	0.0	0.0	1.5	1.5
Vehicle accident	0.0	1.0	1.0	1.1	0.0	0.0	0.6	0.6
Contact with a chemical or substance	0.0	0.2	0.0	0.0	4.0	0.0	0.1	0.0
<b>Total (count)</b>	<b>37</b>	<b>710</b>	<b>503</b>	<b>198</b>	<b>43</b>	<b>17</b>	<b>551</b>	<b>756</b>
<b>Total (%)</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

- Based on employee reports. Multiple responses **not** allowed.

\*a minimum of 20 units (i.e. respondents) must contribute to the value of a cell for that figure to be considered reliable.

## **Work-related injuries and illnesses over the last 3 months (facility reports)**

Overall, 83.5 percent of facilities have reported at least one type of injury/illness for PCAs over the last 3 months prior to the census. The most commonly reported injuries/illnesses were superficial injuries (33.8%) and sprains/strains (33.5%), followed by chronic joint or muscle conditions (9%).

### **Form of employment**

There was little difference in the percentage of facilities reporting injuries/illnesses in the last 3 months by form of employment (82.3% casual and 83.7% permanent/fixed term employees). Sprains/strains and superficial injuries were the most common injuries/illnesses reported by facilities for both permanent/fixed term and casual PCAs.

### **Organisation type**

For-profit agencies were the least likely to report work related injuries/illnesses for PCAs (75.5%) and not-for-profit organisations the most likely (87.5%).

The most commonly reported work related injuries/illnesses by facilities for PCAs in all organisation types were sprains/strains, superficial injuries and chronic joint or muscle pains. However, not-for-profit organisations reported higher rates of sprains/strains (53.9%) than government agencies (40.6%) or for profit organisations (30.3%).

### **Tenure with employer**

There was little difference in the percentage of facilities reporting injuries/illnesses for PCAs in the last 3 months by the length of tenure of PCAs.

Sprains/strains and chronic joint or muscle pains were the most common injuries/illnesses reported by facilities whatever the length of tenure PCAs had with their current employer.

Table 3. Work-related injuries/illnesses over the last 3 months, by form of employment, type of organisation and employee tenure with current employer-PCAs

	Casual	Permt/ Fixed term	For Profit	Govern ment	Not- for- Profit	Less than one year	One year or more	Total
Fracture	0.9	1.2	0.7	2.1	0.8	0.8	1.1	1.0
Chronic joint or muscle condition	6.1	10.5	8.7	10.6	7.0	5.4	8.7	8.5
Sprain/strain	36.1	38.4	30.3	40.6	53.9	39.9	33.4	33.8
Cut/open wound	10.1	9.9	9.4	7.3	9.2	3.4	9.2	8.9
Crushing injury/internal organ damage	1.3	0.5	0.3	1.4	0.6	0.4	0.4	0.4
Superficial injury	37.0	37.9	36.9	26.4	17.9	38.8	33.8	34.0
Stress or other mental condition	2.7	0.4	3.1	3.3	3.8	2.1	3.2	3.1
Amputation	0.1	0.0	0.0	0.1	0.0	0.0	0.0	0.0
Burns	0.3	0.5	4.4	4.5	0.8	4.1	4.5	4.4
Other	5.4	0.7	6.3	3.7	6.1	5.1	5.8	5.8
<b>Total (count)</b>	<b>1810</b>	<b>16826</b>	<b>15711</b>	<b>4525</b>	<b>892</b>	<b>855</b>	<b>13797</b>	<b>21273</b>
<b>Total (%)</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

- Based on employee reports. Multiple responses allowed.

## Main causes of work related injuries/illnesses (facility reports)

For facilities that reported work related injuries and illnesses for PCAs during the last 3 months, the main causes nominated were lifting, pushing, pulling, and bending (44.7%) and hitting, being hit or cut by a person, object or vehicle (26.2%).

### Form of employment

Form of employment made little difference to the reported causes of injuries/illness suffered by PCAs, with just over half of the injuries/illnesses for both casual and permanent/fixed term PCAs reported to be caused by lifting, pushing, pulling, and bending (Table 4).

## Organisation type

Not-for-profit agencies reported that lifting, pushing, pulling, and bending was the major cause of injuries/illnesses for PCAs. This is similar to reports by government agencies and for-profit organisations. Hitting, being hit or cut by a person, object or vehicle is the second most frequent cause of injury/illness suffered by PCAs in all organisation types.

## Tenure with current employer

There was little difference in the causes of injuries/illnesses in the last 3 months reported by facilities by the length of tenure for PCAs.

*Table 4. Causes of most recent work-related injuries/ illnesses in the last 3 months, by form of employment, type of organisation and tenure with current employer-PCAs*

	Casual	Permt/ Fixed term	For Profit	Government	Not- for- Profit	Less than one year	One year or more	Total
Lifting, pushing, pulling, bending	54.2	50.5	43.5	45.8	53.1	41.7	44.9	44.7
Hitting, being hit or cut by person, object or vehicle	8.7	8.3	26.7	23.1	24	25.3	26.3	26.2
Other	7.7	7.5	9.9	7.3	3.8	13.5	8.8	9.1
Fall	8.5	8.2	6.8	9.0	11.4	6.8	7.2	7.1
Repetitive movement with low muscle loading	8.5	8.1	5.8	8.5	4.5	6.1	5.7	5.7
Exposure to mental stress	8.3	8.0	2.3	2.5	1.2	1.7	2.4	2.3
Contact with a chemical or substance	8.3	8.0	2.5	1.9	0.8	2.9	2.3	2.3
Fatigue	8.2	7.9	0.8	0.8	1.0	0.8	1.0	1.0
Vehicle accident	8.3	8.0	1.0	0.9	0.2	1.0	1.0	1.0
Prolonged standing, working in cramped or unchanging positions	8.2	8.0	0.5	0.2	0.0	0.2	0.4	0.4
Long term exposure to sound	8.2	7.9	0.0	0.0	0.0	0.0	0.0	0.0
<b>Total (count)</b>	<b>1587</b>	<b>15541</b>	<b>12299</b>	<b>3981</b>	<b>862</b>	<b>724</b>	<b>11190</b>	<b>17242</b>
<b>Total (%)</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

- Based on employee reports. Multiple responses allowed.

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## **Community Care Workers (CCWs)**

### **Work-related injuries/ illnesses over the last 12 months (employee reports)**

Overall, 11.1 percent of the CCWs reported sustaining work related injuries and illnesses in the 12 months prior to the census. For this group, the most commonly reported injuries/illnesses were sprains/strains (44.7%) and chronic joint or muscle conditions (25.1%).

#### **Form of employment**

Permanent/fixed term CCWs were slightly more likely to report work related injuries and illnesses (11.7%) than casual CCWs (9%).

Sprains/strains, and chronic joint or muscle pains were the most frequently reported illnesses/injuries reported by CCWs in all forms of employment.

#### **Organisation type**

CCWs working in government agencies were the most likely to report work related injuries/illnesses (16.7%) and CCWs working in for-profit organisations the least likely (8%).

Sprains/strains, and chronic joint or muscle pains were the most frequently reported illnesses/injuries reported by CCWs in all organisation types. Stress or other mental conditions were the third most frequently reported illnesses/injuries by CCWs in for-profit and not for-profit organisations.

#### **Tenure with current employer**

CCWs who had worked with their current employer for one year or more, were slightly more likely to report work related injuries/illnesses (11.9%) than CCWs who had worked with their current employer for less than one year (9.8%). Sprains/strains and chronic joint or muscle pain were the most common injuries/illnesses reported by both groups.



Table 5. Work-related injuries/illnesses over the last 12 months, by form of employment, type of organisation and tenure with current employer-CCWs

	Casual	Permt/ Fixed term	For Profit*	Govern ment	Not- for- Profit	Less than one year	One year or more	Total
Fracture	4.6	0.5	1.9	0.0	0.0	0.3	2.1	1.5
Chronic joint or muscle condition	17.6	22.8	21.3	20.6	22.7	22.1	21.2	21.6
Sprain/strain	44.5	36.2	36.3	32.3	48.8	38.6	38.0	38.2
Cut/open wound	1.6	5.4	5.1	0.0	2.5	8.1	2.8	4.5
Crushing injury/internal organ damage	0.0	1.9	1.8	0.0	0.0	0.0	2.0	1.4
Superficial injury	6.3	4.1	5.0	0.0	4.3	4.3	4.8	4.7
Stress or other mental condition	13.4	8.6	9.7	0.0	13.5	11.5	9.1	9.8
Burns	0.0	1.7	1.7	0.0	0.0	0.0	1.9	1.3
Other	11.9	18.7	17.2	47.1	8.2	15.0	18.1	17.1
<b>Total (count)</b>	<b>74</b>	<b>233</b>	<b>15</b>	<b>53</b>	<b>240</b>	<b>97</b>	<b>211</b>	<b>308</b>
<b>Total (%)</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

- Based on employee reports. Multiple responses allowed.

\*a minimum of 20 units (i.e. respondents) must contribute to the value of a cell for that figure to be considered reliable.

## Main causes of work related injuries/illnesses (employee reports)

For CCWs who reported work related injuries/ illnesses during the last 12 months, the main reported causes were lifting, pushing, pulling, and bending (35.4%), falls (12.9%) and repetitive movements (12.3%).

### Form of employment

Both casual and permanent/fixed term CCWs reported that their most recent injuries/illnesses were caused by lifting, pushing, pulling, and bending. Casual CCWs were more likely to report lifting, pushing, pulling, and bending (45.2%) as a major cause of illness/injury than permanent/fixed term workers (32.8%).

## Organisation type

Repetitive movements were the most frequent cause of recent injuries/illnesses reported by employees in government organisation (30.4%) and lifting, pushing, pulling, and bending was the most frequent cause reported by employees in not-for-profit organisations (39.6%).

## Tenure with current employer

Lifting, pushing, pulling, and bending was a more commonly reported cause of injury/illness by CCWs who had worked with their current employer for less than one year (49.7%) than those who had worked for one year or more (29.5%). Repetitive movement was a more commonly nominated cause of injury/illness by CCWs who had worked with their current employer for one year or more (15.9%) than those who had worked with their current employer for less than one year (3.8%).

Table 6. Causes of most recent work-related injuries/ illnesses in the last 12 months, by form of employment, type of organisation and tenure with current employer-CCWs

	Casual	Permt/ Fixed term	For Profit*	Government	Not- for- Profit	Less than one year	One year or more	Total
Lifting, pushing, pulling, bending	45.2	32.8	18.4	21.7	39.6	49.7	29.5	35.4
Other	9.0	25.8	0.0	28.9	22.0	20.5	23.3	22.5
Fall	7.2	14.3	0.0	3.5	15.8	11.6	13.4	12.9
Repetitive movement with low muscle loading	10.6	12.8	0.0	30.4	8.5	3.8	15.9	12.3
Vehicle accident	17.1	4.3	81.6	2.7	4.3	2.0	8.8	6.8
Exposure to mental stress	9.2	3.2	0.0	11.1	3.0	6.6	3.5	4.4
Fatigue	0.0	3.0	0.0	0.0	3.1	1.0	3.0	2.4
Hitting, being hit or cut by person, object or vehicle	1.6	2.5	0.0	1.7	2.6	4.3	1.6	2.4
Contact with chemical or substance	0.0	1.0	0.0	0.0	1.0	0.0	1.1	0.8
Prolonged standing, working in cramped or unchanging positions	0.0	0.2	0.0	0.0	0.2	0.4	0.0	0.1
<b>Total (count)</b>	<b>48</b>	<b>194</b>	<b>9</b>	<b>46</b>	<b>188</b>	<b>71</b>	<b>171</b>	<b>243</b>
<b>Total (%)</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

– Based on employee reports. Multiple responses **not** allowed.

\*a minimum of 20 units (i.e. respondents) must contribute to the value of a cell for that figure to be considered reliable.

## **Work-related injuries and illnesses over the last 3 months (facility reports)**

Overall, 47.8% of facilities reported at least one type of injury/illness for CCWs over the last 3 months prior to the census. The most commonly reported injuries/illnesses were sprains/strains (43.8%) and superficial injuries (21.1%), followed by chronic joint or muscle conditions (12.5%).

### **Form of employment**

Almost half of facilities reported injuries/illnesses for permanent/fixed term CCWs (49.1%) while 43.5% of facilities reported injuries/illnesses for casual CCWs.

Sprains/strains and superficial injuries were the most common injuries/illnesses reported by facilities for both permanent/fixed term and casual CCWs. Facilities were more likely to report superficial injuries for casual CCWs (33.4%) than fixed term/permanent CCWs (19.1%).

### **Organisation type**

Not-for-profit agencies were the least likely to report work related injuries/illnesses for CCWs (45.1%) and for-profit organisations the most likely (72.7%).

The most commonly reported work related injuries/illnesses by facilities for CCWs in all organisation types were sprains/strains and superficial injuries. However, for-profit organisations reported higher rates of superficial injuries (36%) than not-for-profit organisations (21.9%) or government agencies (15.6%).

### **Tenure with employer**

Almost half of facilities reported injuries/illnesses for CCWs with one or more years' tenure (48.9%) and 45.7% of facilities reported injuries/illnesses for CCWs with tenure of less than one year.

Sprains/strains and superficial injuries were the most common injuries/illnesses reported by facilities whatever the length of tenure CCWs had with their current employer.

Table 7. Work-related injuries/illnesses over the last 3 months, by form of employment, type of organisation and employee tenure with current employer-CCWs

	Casual	Permt/ Fixed term	For Profit	Gov- ern- ment	Not- for- Profit	Less than one year	One year or more	Total
Sprain/strain	32.1	45.7	40.9	52.1	40.6	46.0	42.6	43.8
Superficial injury	33.4	19.1	36.0	15.6	21.9	20.4	21.5	21.1
Chronic joint or muscle condition	10.6	12.8	2.4	10.8	14.2	9.9	13.8	12.5
Stress or other mental condition	2.8	7.7	0.0	5.9	8.2	7.2	7.0	7.1
Cut/open wound	5.8	4.7	1.0	2.6	6.2	5.2	4.7	4.9
Fracture	5.3	2.0	7.9	1.7	2.2	3.3	2.0	2.4
Burns	2.1	0.9	0.0	0.0	1.7	1.4	0.9	1.1
Crushing injury/internal organ damage	0.0	1.0	0.0	1.3	0.7	0.7	0.9	0.8
Other	8.0	6.1	11.8	10.1	4.2	5.9	6.6	6.4
<b>Total (count)</b>	<b>776</b>	<b>4743</b>	<b>366</b>	<b>1542</b>	<b>3615</b>	<b>1929</b>	<b>3594</b>	<b>5513</b>
<b>Total (%)</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

- Based on employee reports. Multiple responses allowed.

## Main causes of work related injuries/illnesses (facility reports)

For facilities that reported work related injuries and illnesses for CCWs during the last 3 months, the main causes nominated were lifting, pushing, pulling, and bending (38.7%), falls (13.7%) and hitting, being hit or cut by a person, object or vehicle (13.5%).

### Form of employment

Lifting, pushing, pulling, and bending and falls were the two main causes nominated by facilities for both casual and fixed term CCWs. Facilities reported lifting, pushing, pulling, and bending as a more common cause of injuries/illnesses for casual employees (41.6%) than for fixed term/permanent employees (21%). Vehicle accidents were the third most frequent cause of injury/illness suffered by casual CCWs (19.9%).

## Organisation type

Not-for-profit agencies and government agencies reported that lifting, pushing, pulling, and bending was the major cause of injuries/illnesses for CCWs. However, for-profit organisations reported falls as the most frequent cause of injuries/illnesses for CCWs.

## Tenure with current employer

The length of employee tenure did not affect facility reports of the most frequent causes of injuries/illness for CCWs. However lifting, pushing, pulling, and bending were a more frequently reported cause of injury/illness for CCWs who had worked with their current employer for one year or more (40.8%) than for those who had worked for less than one year (34.8%).

Table 8. Causes of most recent work-related injuries/ illnesses in the last 3 months, by form of employment, type of organisation and tenure with current employer-CCWs

	Casual	Permt/ Fixed term	For Profit	Government	Not- for- Profit	Less than one year	One year or more	Total
Lifting, pushing, pulling, bending	21.0	41.6	17.9	38.0	41.4	34.8	40.8	38.7
Fall	19.9	12.7	31.7	14.7	11.2	15.7	12.6	13.7
Hitting, being hit or cut by person, object or vehicle	14.4	13.4	8.5	14.0	13.9	13.3	13.6	13.5
Vehicle accident	19.5	7.8	6.5	5.0	11.8	12.0	8.1	9.5
Repetitive movement with low muscle loading	5.1	10.2	6.9	16.7	6.4	9.6	9.3	9.4
Exposure to mental stress	2.0	5.6	0.0	5.1	5.6	6.3	4.3	5.1
Fatigue	2.9	0.7	0.0	1.5	0.9	1.0	1.0	1.0
Contact with a chemical or substance	0.0	0.3	0.0	0.3	0.3	0.0	0.4	0.3
Other	15.1	7.8	28.6	4.7	8.5	7.2	9.8	8.9
<b>Total (count)</b>	<b>789</b>	<b>4678</b>	<b>404</b>	<b>1584</b>	<b>3484</b>	<b>1944</b>	<b>3527</b>	<b>5478</b>
<b>Total (%)</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

- Based on employee reports. Multiple responses allowed.

