

*Statistical Report on
Female Workers
1995/96 - 1998/99*

WorkCover Western Australia

November 2000

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Foreword

Minister for Labour Relations



The Western Australian Government places a high priority on the safety and well being of employees in workplaces across the State.

Enforcing occupational safety and health legislation is one part of the commitment. Changing attitudes, encouraging a culture that promotes the importance of safety and health at work and providing support should workers be injured in the course of their employment, are equally important.

Over the past ten to twelve years, there has been a huge improvement in workplace safety standards, with a drop in the rate of time lost from workplace injury and disease of over 38%. But more remains to be done and WorkCover Western Australia and WorkSafe Western Australia are continuing to work together towards a vision of a State free of workplace injury or disease.

The WorkCover Western Australia *Statistical Report on Female Workers 1995/96 – 1998/99* will make a valuable contribution in this regard.

The report looks specifically at rates of injury and disease affecting women in Western Australian workplaces. It contains information aimed at identifying areas where women are more at risk of injury and highlights the need to look at strategies aimed at decreasing the incidence of work related injury and disease affecting women. For instance, women working in the female dominated areas of health and community services and other service occupations experience a higher frequency of injury than their counterparts in many other industries.

Making such information available helps decision-makers and workplaces target strategies and approaches best suited to meeting the needs of all members of the workforce.

This report complements previous statistical reports produced by both WorkCover and WorkSafe Western Australia. I encourage all those with an interest in safety and health to use the information it contains as we continue our efforts to reduce workplace injury and disease in Western Australia.

A handwritten signature in black ink that reads "Cheryl Edwardes". The signature is written in a cursive, flowing style.

CHERYL EDWARDES (Mrs) MLA
MINISTER FOR LABOUR RELATIONS
NOVEMBER 2000

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Introduction

This report examines statistical information on lost-time workers' compensation claims lodged by female workers in the Western Australian (WA) workers' compensation system between 1995/96 and 1998/99. The workers' compensation system is administered by WorkCover Western Australia, whose Mission is –

to effectively administer the Workers' Compensation and Rehabilitation Act 1981 (the Act) for the benefit of injured workers, at reasonable cost to employers and the community, and advise Government on appropriate policy for this purpose.

This report identifies trends in lost-time workers' compensation claims lodged by female workers and includes data broken down by industry, claim duration, claim cost and classification of injury and disease. The report addresses issues raised in the 1994 *Report of the Chief Justice's Taskforce on Gender Bias*.

In 1998/99, there was a total of 56,881 claims lodged with approved insurers or self-insurers, of which 25,925 resulted in time lost from work of one day or shift or more. Of lost-time claims lodged in 1998/99, 25.6% were lodged by female workers. While the number of lost-time workers' compensation claims has remained relatively stable in recent years, with a 5.7% decrease in 1998/99 compared to 1997/98, the frequency rate of lost-time workers' compensation claims has reduced steadily over recent years. In 1995/96 the frequency rate was 25.6 claims lodged per million hours worked, and in 1998/99 this reduced to 21.4 claims lodged per million hours worked, representing a 16.6% reduction in the frequency rate of all lost-time claims. The frequency rate of claims lodged by female workers has decreased by 9.1%, between 1995/96 and 1998/99, compared to a decrease of 18.6% in the frequency rate for male workers.

This report should be viewed in conjunction with WorkCover Western Australia's *Workers' Compensation Statistical Report 1995/96 to 1998/99*, which presents all major industries and injury classifications for both male and female workers. A further breakdown of injuries and diseases to female workers is examined in the present report. WorkCover Western Australia's statistical reports are available to download from WorkCover WA's Internet site at: <http://www.workcover.wa.gov.au>

Nature of the Information

Workers' compensation data includes claims lodged by any person who is a **worker**, as defined by the Workers' Compensation and Rehabilitation Act 1981 (section 5). This data may include claims lodged by working directors (who have complied with section 160 of the Act), employed family members and private household workers (for whom workers' compensation cover is optional). Self-employed persons, Commonwealth Government workers (including defence service personnel), police officers (except for work-related fatalities), unpaid volunteers and students on work experience are generally excluded from workers' compensation data.

Claims data represents information on workers' compensation claims by the financial year in which the claim was lodged. Claims data was analysed based on average costs, with costs attributed to the financial year the claim was lodged. It should be noted that no adjustments have been made to costs to account for inflation, as costs are grouped according to the year the claim was lodged, and expenses may span more than one year.

Claims data includes many other claim details, such as worker demographics and details of the incident (arranged by year of lodgment).

WorkCover WA continuously updates its claims database as information is received from approved insurers and self-insurers. As claims information is dynamic in nature, this report should be considered as a snapshot in time of the workers' compensation system in WA. The claims data for the report was extracted at the end of December 1999.

It should be noted that over time a greater proportion of claims become finalised and subsequent snapshots of the system provide more up-to-date claims information. For example, when data used for the present report was extracted, 66.9% of lost-time claims lodged in 1998/99 were finalised, and 88.6% of lost-time claims lodged in 1997/98 were finalised.

To maintain consistency the following claim types were excluded from descriptions of lost-time claims:

- Journey claims between home and work;
- Asbestos-related diseases, including mesothelioma and pneumoconiosis;
- Duplicated or disallowed claims;
- Claims with less than one working day absence from work; and
- Claims with less than one whole shift absence from work.

Executive Summary

- Female employees¹ accounted for 44.6% of the total labour force in 1995/96, which increased to 45.0% in 1998/99 (a 0.8% increase).
- Females were predominantly employed in the retail trade, health and community service and education industries, in 1998/99, with 48.7% of female employees within these three industries.
- The health and community services industry has the highest percentage of female employees compared to male employees (75.9% female employees), followed by education (65.6%), accommodation, cafés and restaurants (60.1%), finance and insurance (60.6%) and retail trades (57.3%).
- In 1998/99, there were 25,925 lost-time claims in Western Australia (WA) of which 25.6% (6,634 claims) were lodged by female workers.
- Of lost-time claims lodged by female workers in 1998/99, 18.6% were long-duration claims (claims with 60 or more working days absence from work), while 14.1% of claims lodged by male workers were of long-duration.
- The average cost of all lost-time claims lodged in 1997/98 was \$13, 605². In this year, the average cost of claims lodged by female workers was 15.4% higher than for claims lodged by male workers, however, the average cost of claims lodged by male workers has increased at a greater rate, since 1994/95, than the average cost of claims lodged by female workers.
- In 1998/99, 55.4% (3,673) of lost-time claims lodged by female workers were for sprain and strain injuries.
- Body stressing was the main mechanism of injury sustained by female workers in 1998/99, accounting for 41.8% of lost-time claims (2,771 claims), followed by falls, trips and slips with 20.2% (1,343 claims).
- The bodily location most affected by injuries to female workers in 1998/99 was the upper limbs, accounting for 30.0% of lost-time claims (1,989 claims), followed by the trunk with 25.9% (1,717 claims).

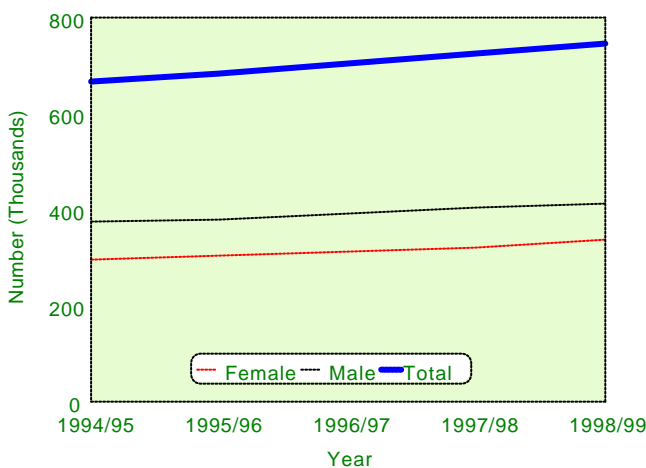
¹ The term 'employee' is used when referring to the Australian Bureau of Statistics (ABS) labour force data as opposed to workers' compensation claim data.

² Due to a high proportion of not finalised claims in 1998/99, cost data from 1997/98 is reported instead.

-
- The four industry classifications with the highest proportions of lost-time claims lodged by female workers, in 1998/99, were the health and community services industry, the retail trades industry, the manufacturing industry, and the accommodation, cafés and restaurants industry. These four industries are also among the top five industries (along with agriculture, forestry and fishing) that have the highest frequency rates of claims lodged by female workers in 1998/99.
 - The health and community services industry accounted for 29.2% of all lost-time claims lodged by female workers in 1998/99. Of these claims, 64.4% were from hospitals (except psychiatric hospitals) and nursing homes.
 - The retail trades industry accounted for 18.8% of all lost-time claims lodged by female workers in 1998/99. Of these claims, 45.4% were from supermarkets and grocery stores, 19.5% were from specialised food retailing and 13.8% from department stores.
 - The manufacturing industry accounted for 8.6% of all lost-time claims lodged by female workers in 1998/99. Of these claims, 54.3% were from food, beverage and tobacco manufacturing.
 - The accommodation, cafés and restaurants industry accounted for 7.9% of all lost-time claims lodged by female workers in 1998/99. Of these claims, 44.3% were from cafés and restaurants, while 35.9% were from accommodation, and 17.9% were from pubs, taverns and bars.
 - The occupation classifications with the highest proportion of lost-time claims lodged by female workers in 1998/99 included: intermediate clerical, sales and service workers (23.4%); labourers and related workers (23.3%); professionals (16.1%); and elementary clerical, sales and service workers (15.6%).
-

Overview of Female Employees¹ in the Western Australian Labour Force

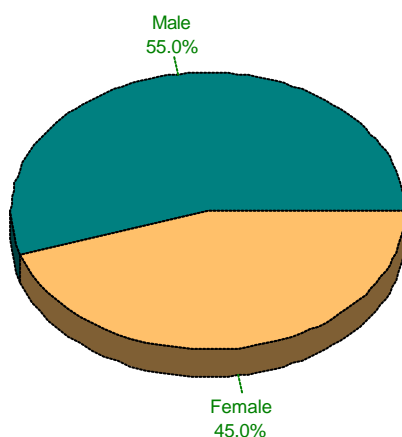
The data presented in this section represents labour force data collected by the Australian Bureau of Statistics (ABS). Labour force data has been used throughout this report as the denominator, to calculate the rates of lost-time workers' compensation claims reported to WorkCover Western Australia. Adjustments have been made to this labour force data in order for it to reflect the definition of a 'worker' as defined in the Workers' Compensation and Rehabilitation Act 1981.



Number of Employees in the Labour Force by Gender

Figure 1 shows the trend of total adjusted employees in the Western Australian labour force, by gender, between 1994/95 and 1998/99. Over this five-year period there has been an increasing trend in the number of both male and female employees in the labour force.

Figure 1



Proportion of Male and Female Employees in the Labour Force: 1998/99

Female employees accounted for 44.6% of the total labour force in 1995/96 and this increased to 45.0% in 1998/99 (a 0.8% increase, see Figure 2).

In 1998/99, female employees accounted for 36.7% of the total hours worked by all employees. This figure reflects the higher proportion of female employees, than male employees, in part-time employment.

Figure 2

¹ The term 'employee' is used when referring to the Australian Bureau of Statistics (ABS) labour force data as opposed to workers' compensation claim data.

Proportion of Male and Female Employees by Industry: 1998/99

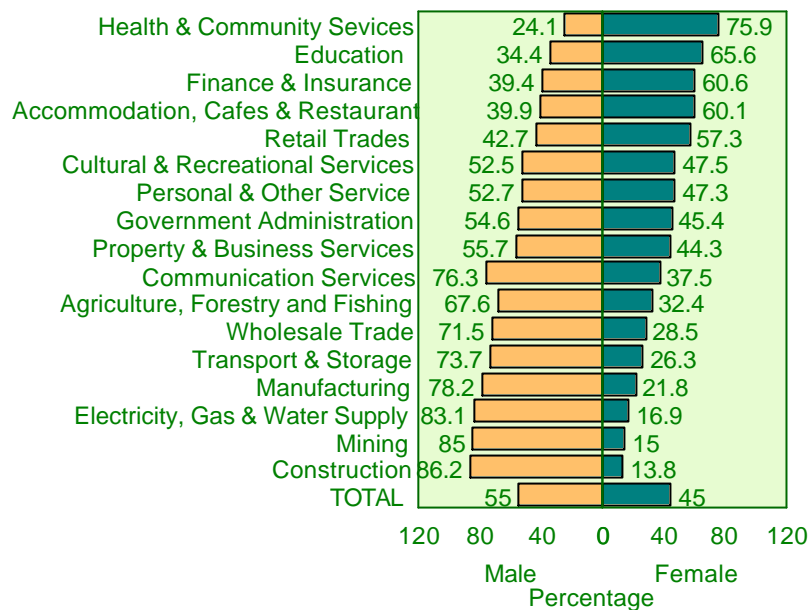


Figure 3

The distribution pattern of female employees within industry classifications is different compared to male employees in 1998/99. The percentage distribution of male and female employees by industry is shown in Figure 3.

In a number of industries, the proportion of female workers exceeds the proportion of male workers. These industries include: health and community services (75.9% female employees); education (65.6%); finance and insurance (60.6%); accommodation, cafés and restaurants (60.1%); and retail trades (57.3%).

Percentage of Female Employees by Occupation: 1998/99

Figure 4 shows that 47.3% of female employees in Western Australia are employed as either intermediate clerical workers (28.7%) or professionals (18.6%). Intermediate clerical workers produce documents, record information, operate office equipment and perform associated office duties. Professionals perform analytical, conceptual and creative tasks through the application of theoretical knowledge and experience in the fields of science, engineering, business and information, health, education, social welfare and the arts.

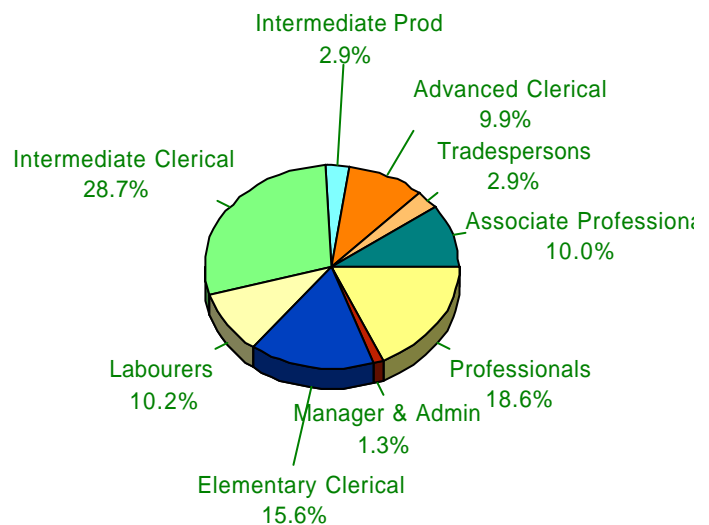


Figure 4

Percentage of Male and Female Employees by Age Group: 1998/99

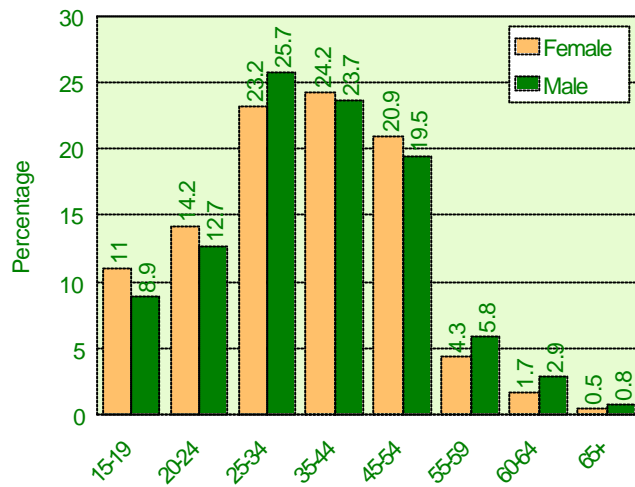


Figure 5

The pattern of distribution over age groups are similar for both male and female employees, with the majority of employees of each gender being between the ages of 25 and 54 years. A slightly higher proportion of female employees were aged between 15 and 24 years (25.2%), than the proportion of male employees in this age group (21.6%), in 1998/99.

Characteristics of Lost-Time Claims Lodged by Female Workers

Number of Lost-Time Claims by Gender

Of the total number of lost-time claims lodged in 1995/96, 23.2% (6,623 claims) were by female workers. This increased to 25.6% (6,634 claims) in 1998/99. The number of claims lodged by female workers has not changed substantially between 1995/96 and 1998/99, while the number of claims lodged by male workers decreased by 12.1% over the four-year period. This decrease in the number of claims lodged by male workers over the four-year period accounts for the 10.4% increase in the proportion of claims lodged by female workers within this time period.

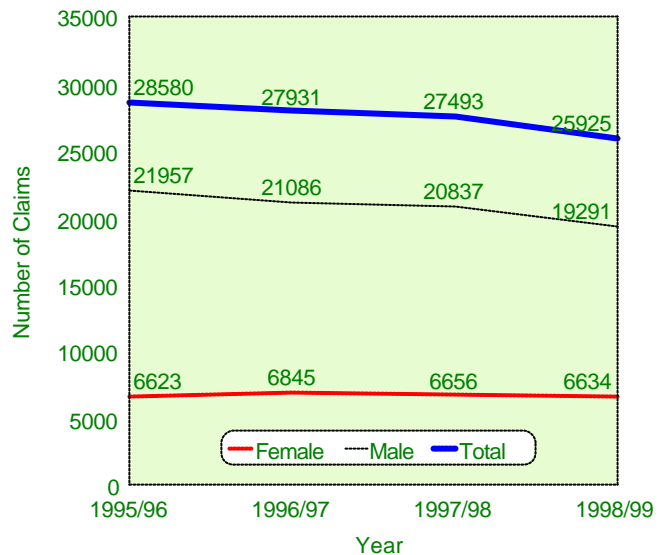


Figure 6

Frequency Rate by Gender

Frequency rate represents the number of lost-time claims lodged per million hours worked. The frequency rate for female workers reduced by 6.1% in 1998/99, compared with 1997/98, with an overall reduction of 9.1% between 1995/96 and 1998/99. The frequency rate for male workers reduced by 9.5% in 1998/99, compared with 1997/98, with an overall reduction of 18.6% over the four-year period.

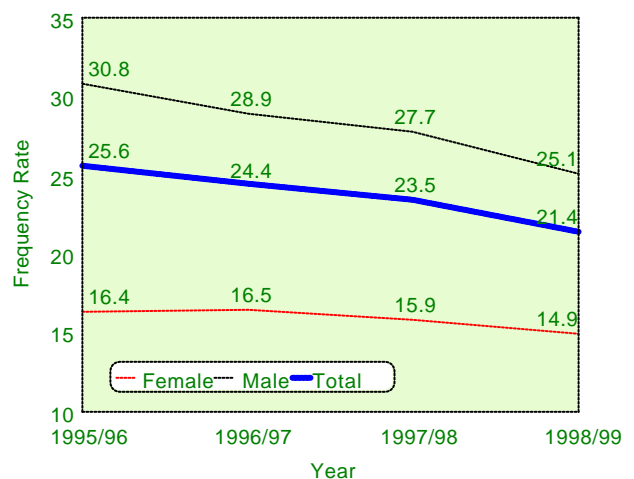


Figure 7

Number of Lost-Time Claims by Industry

Industry	Year Claim Lodged							
	1995/96		1996/97		1997/98		1998/99	
	Number	% of Total	Number	% of Total	Number	% of Total	Number	% of Total
Agriculture, Forestry and Fishing	224	3.4%	190	2.8%	215	3.2%	247	3.7%
Mining	107	1.6%	92	1.3%	91	1.4%	75	1.1%
Manufacturing	675	10.2%	645	9.4%	622	9.3%	571	8.6%
Electricity, Gas and Water Supply	10	.2%	12	.2%	11	.2%	9	.1%
Construction	64	1.0%	60	.9%	50	.8%	54	.8%
Wholesale Trades	166	2.5%	171	2.5%	179	2.7%	189	2.8%
Retail Trades	1,114	16.8%	1,255	18.3%	1,221	18.3%	1,250	18.8%
Accommodation, Cafes and Restaurants	594	9.0%	601	8.8%	551	8.3%	526	7.9%
Transport and Storage	132	2.0%	99	1.4%	116	1.7%	119	1.8%
Communication Services	1	.0%	10	.1%	7	.1%	8	.1%
Finance and Insurance	116	1.8%	118	1.7%	98	1.5%	128	1.9%
Property and Business Services	309	4.7%	430	6.3%	406	6.1%	413	6.2%
Government Administration	654	9.9%	355	5.2%	341	5.1%	349	5.3%
Education	259	3.9%	463	6.8%	454	6.8%	437	6.6%
Health and Community Services	1,923	29.0%	2,014	29.4%	1,957	29.4%	1,940	29.2%
Cultural and Recreational Services	95	1.4%	123	1.8%	128	1.9%	128	1.9%
Personal and Other Services	180	2.7%	207	3.0%	209	3.1%	191	2.9%
Total	6,623	100%	6,845	100%	6,656	100%	6,634	100%

Table 1

Table 1 shows the distribution of lost-time claims by industry, for female workers. The highest proportion of claims was from the health and community services industry (29.2%) followed by the retail trades industry (18.8%), the manufacturing industry (8.6%), and the accommodation, cafés and restaurants industry (7.9%).

Frequency Rate by Industry

Industry	Year Claim Lodged			
	1995/96	1996/97	1997/98	1998/99
Health and Community Services	27.5	27.0	25.7	25.5
Manufacturing	27.7	25.8	24.8	23.4
Agriculture, Forestry and Fishing	27.6	20.1	29.8	22.0
Accommodation, Cafes and Restaurants	25.3	25.9	22.9	20.5
Retail Trades	17.9	21.1	19.2	17.8
Government Administration	33.9	19.7	17.4	14.1
Cultural and Recreational Services	9.4	11.8	12.5	14.0
Personal and Other Services	10.3	11.1	11.7	10.5
Wholesale Trades	9.7	9.3	9.2	9.8
Mining	16.0	9.7	11.9	9.4
Property and Business Services	8.2	9.4	9.0	8.9
Transport and Storage	11.9	10.0	11.4	8.7
Education	4.3	8.3	7.9	7.4
Construction	7.4	7.2	5.3	7.3
Electricity, Gas and Water Supply	5.5	7.7	6.9	6.0
Finance and Insurance	5.6	5.5	4.8	5.4
Communication Services	.2	1.7	1.6	1.4
Total	16.4	16.5	15.9	14.9

Table 2

Table 2 shows that the average frequency rate of lost-time claims lodged by female workers was 14.9 in 1998/99. The five industries with the highest frequency rates for female workers in 1998/99 were: health and community services (25.5); manufacturing (23.4); agriculture, forestry and fishing (22.0); accommodation, cafés and restaurants (20.5); and retail trades (17.8).

Long-Duration Claims by Gender

Long-duration claims (claims with 60 or more days lost) are associated with a high proportion of the total cost of workers' compensation claims. Figure 8 shows that of the 25,925 lost-time claims lodged in 1998/99, 15.3% were of long-duration. Of the 6,634 claims lodged by female workers, 1,233 (18.6%) were long-duration claims. In comparison, 14.1% of claims lodged by male workers were long-duration claims.

Due to the high percentage of unfinalised claims in 1998/99, however, a comparison of the percentage of long-duration claims by gender in 1997/98 will be more accurate. For female workers, 19.0% of claims were of long-duration compared to 12.0% of claims lodged by male workers.

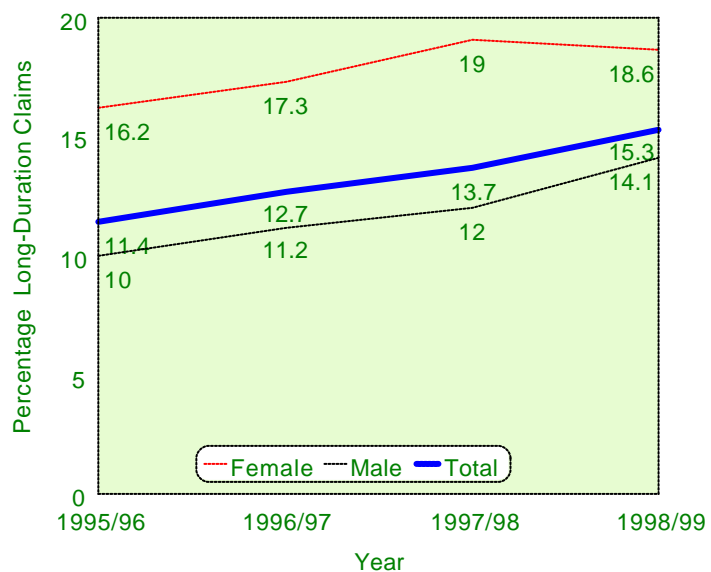


Figure 8

Long-Duration Claims by Age Group: 1998/99

Age Group	Number of Claims				Total Number
	Claims < 60 days		Long-Duration		
	Number	% of Total number	Number	% of Total number	
15 - 19	373	93.3%	27	6.8%	400
20 - 24	667	88.7%	85	11.3%	752
25 - 34	1204	82.6%	254	17.4%	1458
35 - 44	1396	78.5%	383	21.5%	1779
45 - 54	1337	78.9%	358	21.1%	1695
55 - 59	296	75.9%	94	24.1%	390
60 - 64	108	80.6%	26	19.4%	134
65+	10	66.7%	5	33.3%	15
Unknown	10	90.9%	1	9.1%	11
Total	5401	81.4%	1233	18.6%	6634

Table 3

Workers' age is based on chronological age (in years) at the date of injury. The greatest number of lost-time claims lodged by female workers were from the age group 35 - 44 with 1,779 claims (26.8%), followed by the age group 45 - 54 with 1,695 claims (25.6%), in 1998/99. Although the age group 35 - 44 has the highest number of claims lodged by female workers in 1998/99, female workers in the 55 - 59 age group have the highest risk of injury with an incidence rate of 3 injuries per 100 female workers.

Age groups, 15 - 19 and 20 - 24, are considered 'young workers'. Of the total number of claims lodged by female workers in 1998/99, 17.4% were lodged by young workers.

For female workers over 55 years, in 1998/99, there are fewer claims than in previous age groups however a greater proportion of these claims are of long-duration.

Cost of Claims

Claim cost is estimated to be the total cost based on the year in which the claims are lodged. The cost of claims in this publication represent two components: the actual payment plus an estimate of future payments of expenses.

The average cost of workers' compensation claims is calculated using actual costs for finalised claims and estimates for un-finalised claims. At this point in time claims lodged in 1998/99 include a relatively high proportion of un-finalised claims compared to previous years. Estimates for un-finalised claims are generally conservative for less mature claims, which impacts on the average cost of claims. The average cost of claims lodged in 1997/98 have therefore been reported.

It should be noted that no adjustment to claim cost has been made for inflation, as costs are grouped according to the year the claim was lodged and expenses may span more than one year. Costs are therefore original values.

Around 66.9% of the total lost-time claims in 1998/99 were finalised at the time of processing data. Female workers had a 61.6% finalisation rate, which was 10.5% lower than the finalisation rate for male workers in 1998/99.

Average Cost of Lost-Time Claims by Gender

Figure 9 shows an upward trend in the average cost per claim, for both female and male workers, over the period 1994/95 to 1997/98. As there was a high proportion of un-finalised claims in 1998/99, this year was not included in the cost data and 1994/95 data was included instead.

The average cost per lost-time claim lodged by female workers in 1994/95 was \$14,533, 37.0% higher than for male workers. In 1997/98, the average cost of claims lodged by female workers was \$15,137, 15.4% higher than the average cost of claims lodged by male workers. As Figure 9 shows, although average cost is increasing for both genders, the gap between the average claim cost for female and male workers is narrowing.

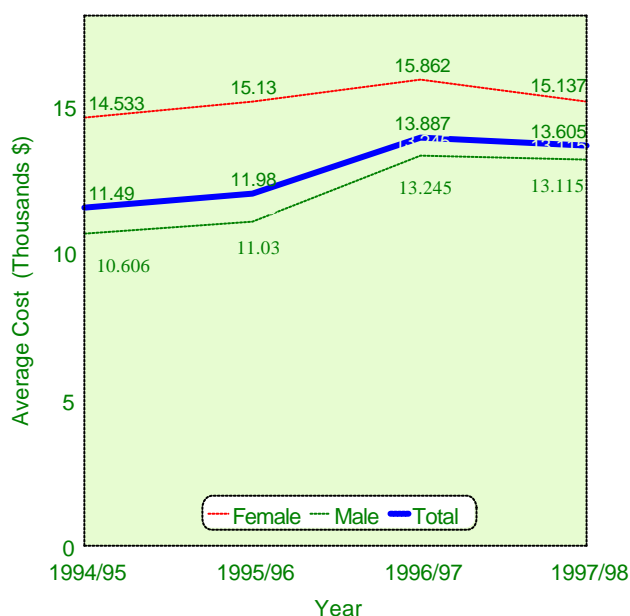


Figure 9

Total Cost of Lost-Time Claims by Gender

Figure 10 compares the total cost of lost-time claims lodged by female workers with the total cost of lost-time claims lodged by male workers. An overall increase in the total cost of claims between 1995/95 and 1997/98 was largely associated with an increase in the cost of claims from male, rather than female, workers.

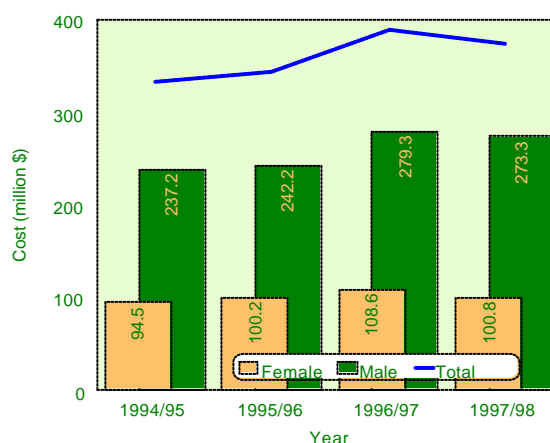


Figure 10

Nature of Injury and Disease

Data presented here are associated with the nature of injuries and diseases¹ sustained by female workers and reflect lost-time claims lodged from 1995/96 to 1998/99.

Any class of nature with excess of 200 lost-time claims was selected as a separate group and the remaining classes were merged to a separate group called 'Other Nature'. Other nature includes: multiple injuries; hernia; foreign body; diseases of the skin and subcutaneous tissue; other diseases; superficial injury; and other injuries not elsewhere classified (nec).

Number of Claims by Nature of Injury and Disease

Nature of Injury and Disease	Year Claim Lodged							
	1995/96		1996/97		1997/98		1998/99	
	Number	% of Total	Number	% of Total	Number	% of Total	Number	% of Total
Fractures	316	4.8%	323	4.7%	310	4.7%	285	4.3%
Sprain \strain	3806	57.5%	4073	59.5%	3942	59.2%	3673	55.4%
Open wound	656	9.9%	614	9.0%	575	8.6%	511	7.7%
Superficial injury	115	1.7%	117	1.7%	120	1.8%	121	1.8%
Contusion & crushing	692	10.4%	618	9.0%	595	8.9%	584	8.8%
Foreign body	40	.6%	28	.4%	23	.3%	19	.3%
Burns	189	2.9%	206	3.0%	213	3.2%	200	3.0%
Multiple injuries	15	.2%	11	.2%	* ^a	*	24	.4%
Others injuries nec	168	2.5%	205	3.0%	184	2.8%	510	7.7%
Diseases of the musculoskeletal system & connective tissue	225	3.4%	211	3.1%	211	3.2%	230	3.5%
Diseases of the skin & subcutaneous tissue	42	.6%	47	.7%	40	.6%	51	.8%
Hernia	19	.3%	9	.1%	*	*	6	.1%
Mental disorders	223	3.4%	262	3.8%	334	5.0%	329	5.0%
Other diseases	117	1.8%	121	1.8%	96	1.4%	91	1.4%
Total	6623	100%	6845	100%	6656	100%	6634	100%

a. For confidentiality reasons data has not been published.

Table 4

Table 4 displays the number and proportion of lost-time claims lodged by female workers, between 1995/96 and 1998/99, by nature of injury and disease. In 1998/99, 55.4% of claims lodged (3,673 claims) by female workers were for sprain and strain injuries.

¹ The Nature of Injury and Disease classification is intended to identify the most serious injury or disease sustained or suffered by each worker.

a For confidentiality reasons data has not been published

Frequency Rate by Nature of Injury and Disease

Nature of Injury and Disease	Year Claim Lodged			
	1995/96	1996/97	1997/98	1998/99
	FR	FR	FR	FR
Sprain \strain	9.4	9.8	9.4	8.3
Contusion & crushing	1.7	1.5	1.4	1.3
Open wound	1.6	1.5	1.4	1.1
Fractures	.8	.8	.7	.6
Diseases of the musculoskeletal system & connective tissue	.6	.5	.5	.5
Burns	.5	.5	.5	.4
Mental disorders	.6	.6	.8	.7
Other Nature	1.3	1.3	1.1	1.8
Total	16.4	16.5	15.9	14.9

Table 5

In Table 5, the frequency rate of lost-time claims lodged by female workers is given. The most frequent nature of injury and disease sustained by female workers is sprain and strain injury. While the frequency rate of sprain and strain injuries did not change substantially between 1995/96 and 1997/98, a reduction in this rate of 12.2% was seen in 1998/99 compared with 1997/98.

Long-Duration Claims by Nature of Injury and Disease: 1998/99

Nature of Injury and Disease	Number of Claims				Total Number
	Claims < 60 days		Long Duration		
	Number	% of Total Number	Number	% of Total Number	
Fractures	210	73.7%	75	26.3%	285
Sprain \strain	2900	79.0%	773	21.0%	3673
Open wound	493	96.5%	18	3.5%	511
Contusion & crushing	526	90.1%	58	9.9%	584
Burns	*	*	*	*	200
Diseases of the musculoskeletal system & connective tissue	146	63.5%	84	36.5%	230
Mental disorders	226	68.7%	103	31.3%	329
Other Nature	*	*	*	*	822
Total	5401	81.4%	1233	18.6%	6634

Table 6

Long-duration claims (claims with 60 or more days lost) lodged by female workers in 1998/99, by nature of injury and disease, are displayed in Table 6. A large proportion of claims resulting from diseases of the musculoskeletal system and connective tissue are long-duration claims (36.5%), followed by mental disorders (31.3%) and fractures (26.3%).

Manual Handling Injuries by Nature of Injury and Disease: 1998/99

Nature of Injury and Disease	Manual Handling				Total Number
	Manual Handling		Other		
	Number	% of Total Number	Number	% of Total Number	
Sprain \strain	2125	57.9%	1548	42.1%	3673
Diseases of the musculoskeletal system & connective tissue	198	86.1%	32	13.9%	230
Fractures	5	1.8%	280	98.2%	285
Open wound	*	*	*	*	(511) ^a
Contusion & crushing	*	*	*	*	(584) ^a
Burns			200	100.0%	200
Mental disorders			329	100.0%	329
Other Nature	61	3.2%	1856	96.8%	1917
Total	2389	36.0%	4245	64.0%	6634

a. The numbers are also included in Other Nature

Table 7

The proportion of lost-time claims lodged by female workers for manual handling injuries, by nature of injury and disease for 1998/99, is presented in Table 7. Manual handling injuries account for 86.1% of diseases of the musculoskeletal system and connective tissue. Similarly, 57.9% of sprain and strain injuries are the result of manual handling.

Mechanism of Injury

The Mechanism of Injury classification is intended to identify the action, exposure or event that was the direct cause of the most serious injury or disease sustained by an individual worker. Data presented here are associated with the mechanism of injuries sustained by female workers and reflect lost-time claims lodged between 1995/96 and 1998/99.

Any class of mechanism in excess of 200 claims was selected as a separate group and the remaining classes were merged to a separate group called 'Other Mechanism'. Other mechanism includes: sound and pressure; biological factors; chemical substances; heat, radiation and electricity; and other and unspecified.

Number of Claims by Mechanism of Injury

Mechanism of Injury	Year Claim Lodged							
	1995/96		1996/97		1997/98		1998/99	
	Number	% of Total	Number	% of Total	Number	% of Total	Number	% of Total
Body Stressing	2842	42.9%	2961	43.3%	2906	43.7%	2771	41.8%
Falls, Trips and Slips	1453	21.9%	1461	21.3%	1464	22.0%	1343	20.2%
Being Hit	918	13.9%	924	13.5%	855	12.8%	814	12.3%
Hitting Objects	645	9.7%	664	9.7%	596	9.0%	519	7.8%
Mental Stress	218	3.3%	261	3.8%	333	5.0%	329	5.0%
Other Mechanisms	547	8.3%	574	8.4%	502	7.5%	858	12.9%
Total	6623	100%	6845	100%	6656	100%	6634	100%

Table 8

Between 1995/96 and 1998/99, the largest proportion of lost-time claims lodged by female workers were the result of body stressing, accounting for an average of 42.8% of claims lodged over the four-year period. The second most common mechanism of injury was falls, trips and slips, accounting for an average of 21.4% of claims lodged by female workers over the four-year period.

Frequency Rate by Mechanism of Injury

Mechanism of Injury	Year Claim Lodged			
	1995/96	1996/97	1997/98	1998/99
	FR	FR	FR	FR
Body Stressing	7.0	7.1	6.9	6.2
Falls, Trips and Slips	3.6	3.5	3.5	3.0
Being Hit	2.3	2.2	2.0	1.8
Hitting Objects	1.6	1.6	1.4	1.2
Mental Stress	.5	.6	.8	.7
Other Mechanisms	1.4	1.4	1.2	1.9
Total	16.4	16.5	15.9	14.9

Table 9

Body stressing was the mechanism of injury with the highest frequency rate for female workers between 1995/96 and 1998/99, followed by falls, trips and slips. There was a reduction, over this four-year period, in the frequency rate of all mechanisms of injury except for mental stress and other mechanisms. There was a 37.0% increase in the frequency rate of mental stress injuries over the four-year period, and a 42.3% increase in the frequency rate of other mechanisms of injury.

Number of Long-Duration Claims by Mechanism of Injury: 1998/99

Mechanism of Injury	Number of Claims				Total Number
	Claims < 60 Days		Long Duration		
	Number	% of Total Number	Number	% of Total Number	
Falls, Trips and Slips	1123	83.6%	220	16.4%	1343
Hitting Objects	488	94.0%	31	6.0%	519
Being Hit	718	88.2%	96	11.8%	814
Body Stressing	2104	75.9%	667	24.1%	2771
Mental Stress	226	68.7%	103	31.3%	329
Other Mechanism	742	86.5%	116	13.5%	858
Total	5401	81.4%	1233	18.6%	6634

Table 10

The mechanism of injury associated with the greatest proportion of long-duration claims lodged by female workers, in 1998/99, was mental stress with 31.3% of claims being of long-duration (60 or more days); followed by body stressing (24.1%), and falls, trips and slips (16.4%).

Number of Manual Handling Injuries by Mechanism of Injury

Mechanism of Injury	Year Claims Lodged							
	1995/96		1996/97		1997/98		1998/99	
	Number	% of Total	Number	% of Total	Number	% of Total	Number	% of Total
Lifting	1,269	51.9%	1,294	50.4%	1,298	51.1%	1,298	54.3%
Handling other than lifting	1,037	42.4%	1,144	44.5%	1,045	41.2%	859	36.0%
Repetitive movement	138	5.6%	132	5.1%	195	7.7%	232	9.7%
Total	2,444	100%	2,570	100%	2,538	100%	2,389	100%

Table 11

Manual handling injuries account for 36.0% of lost-time claims lodged by female workers in 1998/99. Table 11 shows number of claims lodged by female workers for manual handling injuries, by mechanism of injury, between 1995/96 and 1998/99. The mechanism of injury associated with the greatest proportion of manual handling injuries has consistently been lifting, accounting for an average of 53.2% of manual handling injuries over the four-year period. The number of manual handling injuries resulting from repetitive movement has increased by 68.1% over the four-year period, from 138 claims in 1995/96 to 232 claims in 1998/99.

Bodily Location of Injury

The Bodily Location of Injury classification is intended to identify the part of the body affected by the most serious injury or disease sustained by an individual worker. Data presented are associated with the bodily location of injuries sustained by female workers and reflect claims lodged between 1995/96 and 1998/1999.

Number of Claims by Bodily Location of Injury

Bodily Location of Injury	Year Claim Lodged							
	1995/96		1996/97		1997/98		1998/99	
	Number	% of Total	Number	% of Total	Number	% of Total	Number	% of Total
Upper limbs	2059	31.1%	2131	31.1%	2067	31.1%	1989	30.0%
Trunk	1859	28.1%	1960	28.6%	1830	27.5%	1717	25.9%
Lower limbs	1171	17.7%	1185	17.3%	1103	16.6%	1050	15.8%
Multiple	774	11.7%	754	11.0%	773	11.6%	723	10.9%
Head	269	4.1%	276	4.0%	270	4.1%	233	3.5%
Non-physical	223	3.4%	259	3.8%	329	4.9%	322	4.9%
Neck	215	3.2%	215	3.1%	210	3.2%	203	3.1%
Unspecified	4	.1%	6	.1%	14	.2%	371	5.6%
Systemic	49	.7%	59	.9%	60	.9%	26	.4%
Total	6623	100.0%	6845	100.0%	6656	100.0%	6634	100.0%

Table 12

The most frequent bodily location of injury for female workers, between 1995/96 and 1998/99, was upper limbs with an average of 30.8% of the total number of injuries being to this bodily location. Injuries sustained to the trunk accounted for an average of 27.5% of lost-time claims, while injuries sustained to the lower limbs constituted an average of 16.9% and multiple injuries an average of 11.3%, over the four-year period.

Frequency Rate by Bodily Location of Injury

Bodily Location of Injury	Year Claim Lodged			
	1995/96	1996/97	1997/98	1998/99
	FR	FR	FR	FR
Upper limbs	5.1	5.1	4.9	4.5
Trunk	4.6	4.7	4.4	3.9
Lower limbs	2.9	2.9	2.6	2.4
Multiple	1.9	1.8	1.8	1.6
Head	.7	.7	.6	.5
Non-physical	.6	.6	.8	.7
Neck	.5	.5	.5	.5
Systemic	.1	.1	.1	.1
Unspecified	.0	.0	.0	.8
Total	16.4	16.5	15.9	14.9

Table 13

Consistent with the overall number of lost-time claims lodged by female workers, the upper limbs were the bodily location with the highest frequency rate of claims (4.5 in 1998/99), followed by the trunk (3.9 in 1998/99), lower limbs (2.4 in 1998/99), and multiple injuries (1.6 in 1998/99). With the exception of non-physical and unspecified injuries, frequency rates of injury to all other bodily locations have reduced or remained the same between 1995/96 and 1998/99.

Long-Duration Claims by Bodily Location of Injury: 1998/99

Bodily Location of Injury	Number of Claims				Total Number
	Claims < 60 days		Long Duration		
	Number	% of Total Number	Number	% of Total Number	
Non-physical	223	69.3%	99	30.7%	322
Multiple	546	75.5%	177	24.5%	723
Trunk	1367	79.6%	350	20.4%	1717
Upper limbs	1630	82.0%	359	18.0%	1989
Systemic	*	*	*	*	26
Lower limbs	909	86.6%	141	13.4%	1050
Neck	179	88.2%	24	11.8%	203
Head	216	92.7%	17	7.3%	233
Unspecified	*	*	*	*	371
Total	5401	81.4%	1233	18.6%	6634

Table 14

In 1998/99, non-physical injuries resulted in the greatest proportion of long-duration claims lodged by female workers, with 30.7% of non-physical claims being of 60 or more day's duration. Long-duration claims made up 24.5% of multiple injuries, followed by 20.4% of trunk injuries and 18.0% of injuries to the upper limbs.

Health and Community Services Industry

All industry units under this division are mainly engaged in providing health and community services. Female workers make up 75.9% of the labour force in the health and community services industry, compared to male workers.

On average, female workers lodged 25.5 lost-time claims per million hours worked (frequency rate) in this industry, compared to a frequency rate of 14.9 for industries overall. The health and community services industry, therefore, had the highest frequency rate of claims lodged by female workers in 1998/99. This industry is associated with the highest proportion (29.2%) of all lost-time claims lodged by female workers covered by workers' compensation in Western Australia in 1998/99.

Frequency Rate by Gender

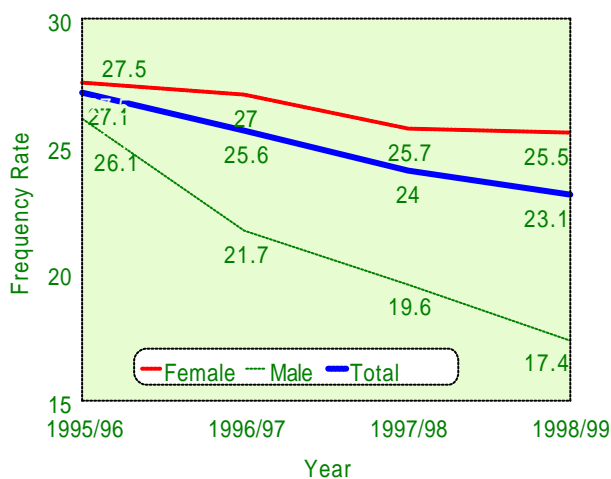


Figure 11

Figure 11 displays trends in the frequency rate of lost-time claims lodged in the health and community services industry between 1995/96 and 1998/99. Both male and female workers show a reduction in frequency rate over the four-year period, however, the reduction in the frequency rate of claims lodged by female workers is much slower than for male workers.

In 1998/99, female workers lodged 46.3% more lost-time claims per million hours worked than male workers. This may be partially explained by the fact that there were more female workers in the health and community services industry in 1998/99 compared to male workers.

*Nature of Injury and Disease by Sub-Industry:
1995/96 to 1998/99*

Nature of Injury and Disease	Sub-Industry						Total
	Hospital and Nursing Homes	Medical and Dental Services	Other Health Services	Veterinary Services	Child Care Services	Community Care Services	
	Number	Number	Number	Number	Number	Number	
Fractures	118	8	14	7	16	41	204
Sprain \strain	3,742	100	428	23	268	885	5,446
Open wound	155	8	7	35	22	58	285
Superficial injury	81	*	7	6	*	24	129
Contusion & crushing	386	13	34	2	36	154	625
Foreign body	7	*	*		*	*	14
Burns	104	*	*	*	*	23	138
Multiple injuries	5		5		*	8	19
Others injuries nec	191	11	5	6	27	41	281
Disease of the musculoskeletal system and connective tissue	105	10	24	*	13	23	176
Diseases of the skin	44		*		*	*	55
Hernia	10		*		*	*	15
Mental disorders	121	12	30		22	92	277
Other Diseases	109	*	8		42	9	170
Total	5,178	177	569	81	463	1,366	7,834

Table 15

Sprain and strain injuries are the most frequent nature of injury and disease sustained by female workers between 1995/96 and 1998/99, accounting for 69.5% of all lost-time claims lodged in the health and community services industry over the four-year period. Within the health and community services sub-industries, sprain and strain injuries account for 75.2% of claims lodged in the other health services sub-industry classification (which includes pathology services, ambulance services, physiotherapy and the like), 72.3% of claims lodged in the hospital and nursing homes sub-industry, and 64.8% of claims lodged in the community care services sub-industry over the four-year period.

Mechanism of Injury by Sub-Industry: 1995/96 to 1998/99

Mechanism of Injury	Sub-Industry					
	Hospital and Nursing Homes	Medical and Dental Services	Other Health Services	Veterinary Services	Child Care Services	Community Care Services
	Number	Number	Number	Number	Number	Number
Falls, Trips and Slips	729	41	99	12	107	244
Hitting Objects	279	18	20	5	22	71
Being Hit	533	15	32	46	68	289
Sound and Pressure	*	*				
Body Stressing	3087	75	322	12	172	591
Heat, Radiation & Electricity	95	*	*		*	18
Chemical Substances	86		*	*	10	17
Biological Factors	94	*	5		39	*
Mental Stress	116	12	29		22	91
Other and Unspecified	157	10	55	*	22	41
Total	5178	177	569	81	463	1366

Table 16

Table 16 provides the number of lost-time claims lodged by female workers, over the period 1995/96 to 1998/99, by mechanism of injury. Data shows that the hospital and nursing homes sub-industry is associated with the majority of claims lodged by female workers over the four-year period (66.1% of the claims from this industry). The table shows that on average, body stressing is associated with 54.4% of claims lodged by female workers in the health and community services industry, followed by falls, trips and slips with 15.7% and being hit 12.5%. In veterinary services, being hit is the most prevailing mechanism of injury (56.8% of injuries).

Bodily Location of Injury by Sub-Industry: 1995/96 to 1998/99

Bodily Location of Injury	Sub-Industry						
	Hospital and Nursing Homes	Medical and Dental Service	Other Health Services	Veterinary Services	Child Care Services	Community Care Services	Total
	Number	Number	Number	Number	Number	Number	Number
Head	163	9	10	11	21	53	267
Neck	163	*	35	*	10	57	268
Trunk	2043	41	210	11	152	414	2871
Upper limbs	1231	52	107	39	75	318	1822
Lower limbs	660	22	81	12	99	193	1067
Multiple	657	31	91	*	58	214	1054
Systemic	32	*	*	*	13	8	58
Non-physical	120	12	30		22	90	274
Unspecified	109	*	*	*	13	19	153
Total	5178	177	569	81	463	1366	7834

Table 17

Within the health and community services sub-industries, the trunk is the bodily location that has sustained the highest proportion (36.6%) of injuries to female workers between 1995/96 and 1998/99, except in veterinary services. In veterinary services, the upper limbs sustained more injuries (48.1%) than any other bodily location. Data over the four-year period shows that female workers largely suffered from injuries to the trunk, upper limbs and lower limbs.

Retail Trades Industry

The Retail Trades industry includes all units mainly engaged in the sale of new or used goods to consumers for personal or household consumption, or units engaged in selected repair activities. Female workers constituted 57.3% of the labour force in the retail trades industry in 1998/99, compared to male workers. Of all lost-time claims lodged by female workers in 1998/99, 18.8% were from the retail trades industry, making this the industry with the second highest proportion of claims.

On average, female workers lodged 17.8 lost-time claims per million hours worked (frequency rate) in this industry. The risk of female workers sustaining an injury in this industry is higher than for industries overall by 19.1%.

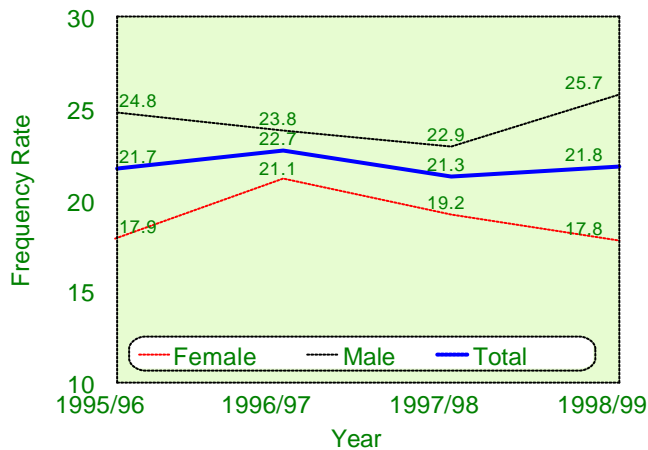


Figure 12

Frequency Rate by Gender

Figure 12 shows trends in the frequency rate of lost-time claims lodged within the retail trades industry between 1995/96 and 1998/99. The frequency rate for female workers has shown a continuing decrease between 1996/97 and 1998/99, after an initial rise between 1995/96 and 1996/97. In contrast, the frequency rate for male workers has increased between 1997/98 and 1998/99, after a gradual decrease between 1995/96 and 1997/98.

The frequency rate of claims lodged by female workers in the retail trades industry in 1998/99 (17.8) was 30.7% less than the frequency rate for male workers (25.7).

Nature of Injury and Disease by Sub-Industry: 1998/99

Nature of Injury and Disease	Sub- Industry							
	Supermarket and Grocery Stores		Personal and Household Good Retailing		Motor Vehicle Retailing and Services		Total	
	Number	% of Total	Number	% of Total	Number	% of Total	Number	% of Total
Fractures	20	2.5%	12	3.5%	9	9.5%	41	3.3%
Sprain \strain	417	51.4%	196	57.0%	53	55.8%	666	53.3%
Open wound	121	14.9%	28	8.1%	9	9.5%	158	12.6%
Superficial injury	12	1.5%	7	2.0%	*	*	20	1.6%
Contusion & crushing	94	11.6%	40	11.6%	*	*	138	11.0%
Burns	38	4.7%	*	*	*	*	46	3.7%
Others injuries nec	56	6.9%	16	4.7%	8	8.4%	80	6.4%
Diseases of the musculoskeletal system & connective tissue	23	2.8%	*	*	*	*	32	2.6%
Mental disorders	13	1.6%	26	7.6%	6	6.3%	45	3.6%
Other Diseases	17	2.1%	*	*	*	*	24	1.9%
Total	811	100%	344	100%	95	100%	1250	100%

Table 18

Table 18 shows the number of lost-time claims lodged by female workers in the retail trades industry by nature of injury and disease in 1998/99. The most prevalent nature of injury and disease in all three sub-industries was sprain and strain, accounting for 53.3% of all claims lodged in the retail trades industry. Of the total number of claims lodged by female workers in the retail trades industry, 64.9% were from the supermarket and grocery stores sub-industry. The most frequent nature of injury and disease in the supermarket and grocery stores sub-industry, after sprain and strain, was open wound injuries with 14.9%, followed by contusion and crushing with 11.6%.

Mechanism of Injury by Sub-Industry: 1998/99

Mechanism of Injury	Sub-Industry							
	Supermarket and Grocery Stores		Personal and Household Good Retailing		Motor Vehicle Retailing and Services		Total	
	Number	% of Total	Number	% of Total	Number	% of Total	Number	% of Total
Falls, Trips and Slips	179	22.1%	77	22.4%	23	24.2%	279	22.3%
Hitting Objects	102	12.6%	21	6.1%	10	10.5%	133	10.6%
Being Hit	95	11.7%	51	14.8%	11	11.6%	157	12.6%
Body Stressing	317	39.1%	146	42.4%	33	34.7%	496	39.7%
Heat, Radiation & Electricity	38	4.7%	*	*	*	*	45	3.6%
Chemical Substances	13	1.6%	*	*	*	*	21	1.7%
Mental Stress	13	1.6%	26	7.6%	5	5.3%	44	3.5%
Other and Unspecified	54	6.7%	13	3.8%	8	8.4%	75	6.0%
Total	811	100%	344	100%	95	100%	1250	100%

Table 19

Table 19 contains data for female workers in the retail trades industry by mechanism of injury, in 1998/99. Data shows that the supermarket and grocery stores sub-industry is associated with the greatest proportion of lost-time claims lodged by female workers in 1998/99. The greatest proportion of claims lodged within all three sub-industries were the result of body stressing (accounting for an overall 39.7% of claims lodged in the retail trades industry), followed by falls, trips and slips (accounting for an overall 22.3%).

Bodily Location of Injury by Sub-Industry: 1998/99

Bodily Location	Sub-Industry							
	Supermarket and Grocery Stores		Personal and Household Good Retailing		Motor Vehicle Retailing and Services		Total	
	Number	% of Total	Number	% of Total	Number	% of Total	Number	% of Total
Head	20	2.5%	*	*	*	*	41	3.3%
Neck	19	2.3%	*	*	*	*	32	2.6%
Trunk	220	27.1%	105	30.5%	24	25.3%	349	27.9%
Upper limbs	330	40.7%	78	22.7%	29	30.5%	437	35.0%
Lower limbs	110	13.6%	63	18.3%	15	15.8%	188	15.0%
Multiple	58	7.2%	36	10.5%	9	9.5%	103	8.2%
Non-physical	13	1.6%	26	7.6%	6	6.3%	45	3.6%
Unspc	41	5.1%	8	2.3%	6	6.3%	55	4.4%
Total	811	100%	344	100%	95	100%	1250	100%

Table 20

As seen in Table 20, upper limbs were the predominant bodily location of injury sustained by female workers in the retail trades industry (35.0%), in 1998/99, followed by the trunk (27.9%) and lower limbs (15.0%).

Manufacturing Industry

Manufacturing relates to the physical or chemical transformation of material or components into new products. Female workers make up 21.8% of the labour force in the manufacturing industry, compared to male workers. On average, female workers lodged 23.4 lost-time claims per million hours worked in this industry (frequency rate). The risk of female workers sustaining an injury in this industry is higher than industries overall by 57.0%.

Lost-time claims lodged by female workers in food, beverage and tobacco manufacturing make up 54.3% of the total claims lodged in the manufacturing industry in 1998/99. The manufacturing industry accounts for the third highest proportion (8.6%) of total lost-time claims lodged by female workers in 1998/99.

Frequency Rate by Gender

Figure 13 shows downward trends in frequency rate for both female and male workers over the period 1995/96 to 1998/99. The rate of reduction in frequency rate for female workers was lower than for male workers. The frequency rate, for female workers, reduced by 15.6% over the four-year period, while it reduced by 26.1% for male workers. The frequency rate for female workers (23.4) was 49.3% lower than for male workers (47.4) in 1998/99.

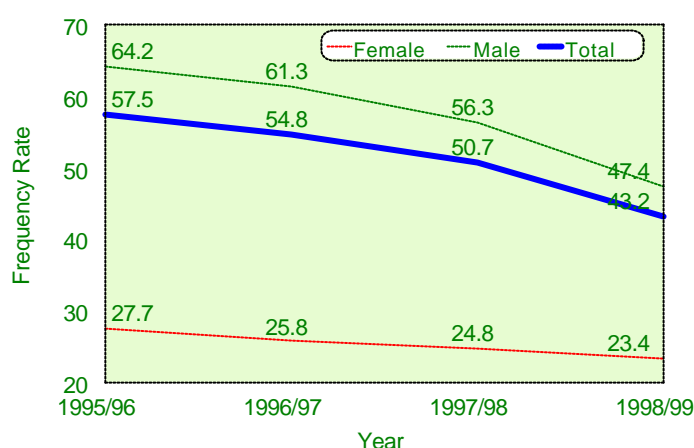


Figure 13

Nature of Injury and Disease by Sub-Industry: 1998/99

Nature of Injury and Disease	Food, Beverages and Tobacco Manufacturing		Other Manufacturing		Total
	Number	% of Total Number	Number	% of Total Number	Number
Fractures	8	40.0%	12	60.0%	20
Sprain \strain	160	56.5%	123	43.5%	283
Open wound	34	52.3%	31	47.7%	65
Contusion & crushing	27	57.4%	20	42.6%	47
Burns	*	76.9%	*	23.1%	13
Other injuries ^a	38	48.1%	41	51.9%	79
Diseases of the musculoskeletal system & connective tissue	16	45.7%	19	54.3%	35
Diseases of the skin & subcutaneous tissue	*	87.5%	*	12.5%	8
Mental disorders	*	12.5%	*	87.5%	8
Other Diseases	9	75.0%	3	25.0%	12
Total	310	54.3%	262	45.7%	572

a. Including Foreign Body and Multiple and Superficial Injuries

Table 21

Table 21 shows the number of lost-time claims lodged by female workers, in 1998/99, in the manufacturing industry by nature of injury and disease. The most prevalent nature of injury and disease in the manufacturing industry was sprain and strain injury, accounting for 49.5% of claims lodged by female workers. Of these sprain and strain injuries, 56.5% occurred in the food, beverages and tobacco manufacturing sub-industry.

Mechanism of Injury by Sub-Industry: 1998/99

Mechanism of Injury	Sub-Industry				Total Number
	Food, Beverages and Tobacco Manufacturing		Other Manufacturing		
	Number	% of Total Number	Number	% of Total Number	
Falls, Trips and Slips	50	58.1%	36	41.9%	86
Hitting Objects	38	70.4%	16	29.6%	54
Being Hit	31	43.1%	41	56.9%	72
Body Stressing	140	53.2%	123	46.8%	263
Heat, Radiation & Electricity	*	77.8%	*	22.2%	9
Chemical Substances	15	83.3%	*	16.7%	*
Mental Stress	*	12.5%	*	87.5%	*
Other and Unspecified	28	43.9%	33	56.1%	61
Total	310	54.3%	261	45.7%	571

Table 22

Table 22 shows that 46.1% of lost-time claims lodged by female workers in the manufacturing industry, in 1998/99, were the result of body stressing. Of those claims resulting from body stressing, 53.2% were from the food, beverages and tobacco manufacturing sub-industry.

Bodily Location of Injury by Sub-Industry: 1998/99

Bodily Location	Manufacturing Sub-Industry					
	Food, Beverages and Tobacco		Other		Total	
	Number	% of Total	Number	% of Total	Number	% of Total
Head	9	2.9%	12	4.6%	21	3.7%
Neck	7	2.3%	6	2.3%	13	2.3%
Trunk	63	20.3%	51	19.5%	114	20.0%
Upper limbs	142	45.8%	104	38.9%	246	43.1%
Lower limbs	33	10.6%	32	12.3%	65	11.4%
Multiple	30	9.7%	20	7.7%	50	8.8%
systemic	*	*	*	*	5	.9%
Non-physical	*	*	*	*	7	1.2%
Unspecified	22	7.1%	28	10.7%	50	8.8%
Total	310	100.0%	261	100.0%	571	100.0%

Table 23

In 1998/99, the upper limbs were the bodily location that sustained the greatest proportion of injuries to female workers in the manufacturing industry, accounting for 43.1% of lost-time claims lodged by female workers, followed by the trunk with 20.0% of claims lodged.

Accommodation, Cafés and Restaurants Industry

This industry includes all units mainly engaged in providing hospitality services in the form of accommodation, meals and drinks. Female workers accounted for 60.1% of the labour force in the accommodation, cafés and restaurants industry compared to male workers, in 1998/99. Of the total number of lost-time claims lodged by female workers in 1998/99, 7.9% were from the accommodation, cafés and restaurants industry, making this the industry to account for the fourth highest proportion of claims.

On average, female workers lodged 20.5 claims per million hours worked in the accommodation, cafés and restaurants industry (frequency rate). The risk of female workers sustaining an injury in this industry is higher than for industries overall by 37.8% (as the frequency rate for all female workers is 14.9).

Frequency Rate by Gender

There has been a considerable reduction in frequency rate in the accommodation, cafés and restaurants industry between 1995/96 and 1998/99. The slope of downward frequency rate decreased steadily for female workers between 1996/97 and 1998/99, while the frequency rate for male workers showed a more variable downward trend between 1995/96 and 1998/99. There has been an overall reduction in the frequency rate of claims lodged by female workers, between 1995/96 and 1998/99, of 18.7% compared to a reduction of 22.5% for male workers.

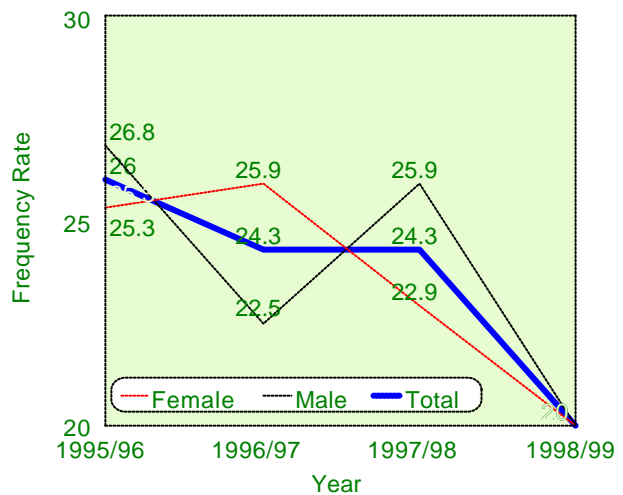


Figure 14

*Nature of Injury and Disease by Sub-Industry:
1995/96 to 1998/99*

Nature of Injury and Disease	Sub-Industry							
	Accommodation		Pubs, Taverns and Bars		Cafes and Restaurants		Clubs (Hospitality)	
	Number	% of Total	Number	% of Total	Number	% of Total	Number	% of Total
Fractures	36	5.2%	43	10.3%	42	3.8%	*	*
Sprain \strain	370	53.8%	164	39.2%	438	39.7%	37	59.7%
Open wound	80	11.6%	101	24.2%	283	25.6%	6	9.7%
Superficial injury	8	1.2%	*	*	7	.6%	*	*
Contusion & crushing	91	13.2%	45	10.8%	99	9.0%	*	*
Foreign body	*	*	*	*	*	*		
Burns	46	6.7%	31	7.4%	136	12.3%	7	11.3%
Multiple injuries	*	*			*	*		
Others injuries nec	18	2.6%	8	1.9%	53	4.8%		
Diseases of the musculoskeletal system & connective tissue	15	2.2%	7	1.7%	18	1.6%	*	*
Diseases of the skin & subcutaneous tissue	6	.9%	*	*	9	.8%	*	*
Mental disorders	9	1.3%	7	1.7%	13	1.2%	*	*
Other Diseases	*	*	6	1.4%	3	.3%		
Total	688	100.0%	418	100.0%	1104	100.0%	62	100.0%

Table 24

Sprain and strain injuries were the most frequent nature of injury and disease sustained by female workers in the accommodation, cafés and restaurants industry, between 1995/96 and 1998/99, accounting for over half the lost-time claims lodged within accommodation (53.8%) and clubs (hospitality; 59.7%), and a large proportion of claims lodged within pubs, taverns and bars (39.2%) and cafés and restaurants (39.7%).

Mechanism of Injury by Sub-Industry: 1995/96 to 1998/99

Mechanism of Injury	Accommodation, Cafes and Restaurants							
	Accommodation		Pubs, Taverns and Bars		Cafes and Restaurants		Clubs (Hospitality)	
	Number	% of Total	Number	% of Total	Number	% of Total	Number	% of Total
Falls, Trips and Slips	207	30.1%	143	34.2%	269	24.4%	15	24.2%
Hitting Objects	80	11.6%	86	20.6%	238	21.6%	8	12.9%
Being Hit	80	11.6%	57	13.6%	122	11.1%	5	8.1%
Body Stressing	240	34.9%	84	20.1%	269	24.4%	25	40.3%
Heat, Radiation & Electricity	36	5.2%	29	6.9%	130	11.8%	7	11.3%
Chemical Substances	24	3.5%	*	*	20	1.8%	*	*
Biological Factors			*	*				
Mental Stress	9	1.3%	*	*	13	1.2%	*	*
Other and Unspecified	12	1.7%	*	*	43	3.9%		
Total	688	100.0%	418	100.0%	1104	100.0%	62	207

Table 25

Table 25 shows that the most common mechanism of injury sustained by female workers across sub-industries of the accommodation, cafés and restaurants industry was body stressing (with an average of 27.2% of claims lodged between 1995/96 and 1998/99), followed by falls, trips and slips (with an average of 27.9% of claims lodged over the four-year period).

Bodily Location of Injury by Sub-Industry: 1995/96 to 1998/99

Bodily Location of Injury	Accommodation, Cafes and Restaurants							
	Accommodation		Pubs, Taverns and Bars		Cafes and Restaurants		Clubs (Hospitality)	
	Number	% of Total	Number	% of Total	Number	% of Total	Number	% of Total
Head	26	3.8%	9	2.2%	36	3.3%	*	*
Neck	11	1.6%	10	2.4%	26	2.4%		
Trunk	195	28.3%	79	18.9%	209	18.9%	20	32.3%
Upper limbs	218	31.7%	177	42.3%	541	49.0%	20	32.3%
Lower limbs	149	21.7%	98	23.4%	158	14.3%	15	24.2%
Multiple	74	10.8%	33	7.9%	92	8.3%	5	8.1%
Systemic	*	*	*	*	*	*		
Non-physical	8	1.2%	7	1.7%	13	1.2%	*	*
Unspecified	*	*	*	*	*	*		
Total	688	100.0%	418	100.0%	1104	100.0%	62	100.0%

Table 26

The most frequent bodily location of injury sustained by female workers in the accommodation, cafés and restaurants industry is the upper limbs, accounting for 49.0% of lost-time claims lodged within cafés and restaurants, 42.3% in pubs, taverns and bars, 31.7% in accommodation, and 32.3% in clubs (hospitality).

Occupation

An 'occupation' is a set of jobs with similar sets of tasks. Work-related injury statistics are classified according to the date each claim is lodged. The classification system used in this section is the Australian Standard Classification of Occupation (Second Edition - ASCO). This system of classification is in line with the Australian Bureau of Statistics Labour Force classification of occupation.

Number of Claims by Occupation

Occupation	Year Claim Lodged							
	1995/96		1996/97		1997/98		1998/99	
	Number	% of Total	Number	% of Total	Number	% of Total	Number	% of Total
Intermediate Clerical, Sales and Service Workers	1432	21.6%	1549	22.6%	1471	22.1%	1555	23.4%
Labourers and Related Workers	1748	26.4%	1677	24.5%	1636	24.6%	1543	23.3%
Professionals	1025	15.5%	1040	15.2%	983	14.8%	1065	16.1%
Elementary Clerical, Sales and Service Workers	892	13.5%	988	14.4%	962	14.5%	1037	15.6%
Associate Professionals	631	9.5%	747	10.9%	732	11.0%	642	9.7%
Intermediate Production and Transport Workers	452	6.8%	423	6.2%	427	6.4%	350	5.3%
Tradespersons and Related Workers	236	3.6%	243	3.6%	230	3.5%	214	3.2%
Advanced Clerical and Service Workers	106	1.6%	103	1.5%	113	1.7%	129	1.9%
Managers and Administrators	101	1.5%	75	1.1%	102	1.5%	99	1.5%
Total	6623	100.0%	6845	100.0%	6656	100.0%	6634	100.0%

Table 27

Four occupational classifications have consistently accounted for the greatest proportion of lost-time claims lodged by female workers between 1995/96 and 1998/99. Intermediate clerical, sales and service workers lodged 23.4% of the total claims lodged by female workers in 1998/99, an increase of 8.4% since 1995/96. In contrast, labourers and related workers have shown a reduction of 11.7% over the four-year period, to 23.3% in 1998/99.

A decreasing trend in the proportion of claims associated with professionals between 1995/96 and 1997/98 has reversed in 1998/99 to increase to 16.1%, with an overall increase of 3.7% since 1995/96. Elementary clerical, sales and service workers have shown an increase of 16.1% over the four-year period, to account for 15.6% of claims lodged by female workers in 1998/99.

Long-Duration Claims by Occupation: 1998/99

Occupation	Duration				Total Number
	Claims < 60 days		Long Duration		
	Number	% of Total Number	Number	% of Total Number	
Managers and Administrators	77	77.8%	22	22.2%	99
Tradespersons and Related Workers	170	79.4%	44	20.6%	214
Labourers and Related Workers	1234	80.0%	309	20.0%	1543
Professionals	855	80.3%	210	19.7%	1065
Intermediate Clerical, Sales and Service Workers	1249	80.3%	306	19.7%	1555
Associate Professionals	523	81.5%	119	18.5%	642
Intermediate Production and Transport Workers	287	82.0%	63	18.0%	350
Advanced Clerical and Service Workers	108	83.7%	21	16.3%	129
Elementary Clerical, Sales and Service Workers	898	86.6%	139	13.4%	1037
Total	5401	81.4%	1233	18.6%	6634

Table 28

The occupation with the greatest proportion of long-duration claims (22.2%), to non long-duration claims, lodged by female workers in 1998/99 was managers and administrators. This is followed by tradespersons and related workers (20.6%) and labourers and related workers (20.0%).

Number of Manual Handling Injuries by Occupation: 1998/99

Occupation	Manual Handling Status				Total Number
	Manual Handling		Other		
	Number	% of Total Number	Number	% of Total Number	
Intermediate Production and Transport Workers	148	42.3%	202	57.7%	350
Labourers and Related Workers	592	38.4%	951	61.6%	1543
Intermediate Clerical, Sales and Service Workers	571	36.7%	984	63.3%	1555
Tradespersons and Related Workers	77	36.0%	137	64.0%	214
Associate Professionals	228	35.5%	414	64.5%	642
Elementary Clerical, Sales and Service Workers	359	34.6%	678	65.4%	1037
Professionals	357	33.5%	708	66.5%	1065
Advanced Clerical and Service Workers	36	27.9%	93	72.1%	129
Managers and Administrators	21	21.2%	78	78.8%	99
Total	2389	36.0%	4245	64.0%	6634

Table 29

Manual handling injuries sustained by female workers in 1998/99 occurred most frequently to intermediate production and transport workers, with 42.3% of lost-time claims lodged by female workers in this occupation being the result of manual handling injuries. Other occupations with high proportions of manual handling injuries to non manual handling injuries include labourers and related workers (38.4%), intermediate clerical, sales and service workers (36.7%), and tradespersons and related workers (36.0%).

Glossary

Age

Age is based on chronological age (in years) at the date of injury.

Average Cost

The average cost represents the aggregate of estimated costs for un-finalised claims and actual costs for finalised claims, divided by the number of lost-time claims. Average cost is attributed to the year in which a claim was lodged and is associated with claims data.

Bodily Location

The bodily location of injury/disease identifies the part of the body affected by the most serious injury or disease identified by the *Nature of Injury* (National Occupational Health and Safety Commission, 1990), and includes:

- Head
- Neck
- Trunk (back, chest and abdomen)
- Upper limbs
- Lower limbs
- Multiple locations
- Systemic locations
- Non-physical locations
- Unspecified locations

Claims Data

Information pertaining to workers' compensation claims is reported to WorkCover WA by approved *insurers* and *self-insurers*. Information is collated based on the financial year in which a claim was lodged. For the purposes of time-series comparisons, certain types of claims were excluded from claims data:

- Journey claims between home and work and reverse
- Asbestos related diseases, including mesothelioma and pneumoconiosis
- Disallowed or duplicated claims
- Claims with less than one working day absence from work
- Claims with less than one whole shift absence from work

Disability

Disability is defined under subsection 5(1) of the Workers' Compensation and Rehabilitation Act 1981 as:

- a) a personal injury by accident arising out of or in the course of employment or while acting on the employer's instructions;
- b) a disabling industrial disease (e.g., poisoning, lung disease, etc.);
- c) a disease contracted in the course of employment or the recurrence or aggravation of a pre-existing disease where the employment contributed to a significant degree.

Disease does not include a disease caused by stress if the stress is caused predominantly by matters such as the worker's dismissal or demotion, unless that action by the employer is unreasonable and harsh. See also *Injury and Disease*.

Disease

Subsection 5(1) of the Workers' Compensation and Rehabilitation Act 1981 defines disease as including any physical or mental ailment, disorder, defect, or morbid condition whether of sudden or gradual development. See also *Injury* and *Disability*.

Duration

The duration is the average time lost (working days) for workers' compensation claims and is based on actual and estimated days lost. If the claim is finalised, actual days lost are used to calculate duration. However, if the claim is un-finalised and actual days lost is greater than or equal to the estimated days lost, then duration is based upon actual days lost; otherwise estimated days lost (as reported by approved insurers and self-insurers) is used to calculate duration.

Frequency Rate

Frequency rates indicate the prevalence of injury and disease, based on the number of hours worked for employed persons covered by workers' compensation (ABS, unpublished data). The frequency rate is calculated based on the number of lost-time injuries and diseases per million hours worked.

Incidence Rate

The incidence rate is the number of lost-time injuries and diseases per hundred employees (ABS, unpublished data). Employees include part-time, full-time, casual, and seasonal workers.

Industry

Industry classification is based on the Australian and New Zealand Standard Industrial Classification (ANZSIC) 1993, published by the Australian Bureau of Statistics. The ANZSIC classification system groups together businesses that carry out similar economic activities and is structured into a hierarchy of units reflecting different levels of description. This report classifies industries at the broadest level (divisions) as they provide an overall picture of the economy.

Injury

Injury refers to both a work-related injury and a disease as defined in the definition of disability, under subsection 5(1) of the Workers' Compensation and Rehabilitation Act 1981. See also *Disease* and *Disability*.

Insurer (Approved)

Insurers comprise those insurers approved or formerly approved under section 161 of the Workers' Compensation and Rehabilitation Act 1981, and also the Insurance Commission of Western Australia (formerly the State Government Insurance Commission) in respect to insurance arrangements for Government workers. There are currently 14 approved insurers in the WA workers' compensation system.

Journey Claims

Since 24 December 1993, workers' compensation claims cannot be lodged for injuries sustained while travelling to and from work.

Long-Duration Claims

Workers' compensation claims with 60 working days or more of lost time.

Manual Handling Injuries

Manual handling injuries are identified from the *Body Stressing* group of the *Mechanism of Injury* classification. Manual handling includes muscular stress while lifting, carrying or putting down objects, muscular stress while handling objects other than lifting, carrying or putting down, and repetitive movements with low muscle loading.

Mechanism of Injury

The mechanism of injury is the action, exposure or event that was the direct cause of the most serious injury or disease identified by the *Nature of Injury* and is classified into nine major groups (National Occupational Health and Safety Commission, 1990). The major groups include:

- Falls, trips and slips of a person (falls from a height and on the same level, stepping, kneeling or sitting on objects);
- Hitting objects with a part of the body (hitting stationary and moving objects, rubbing, and chafing);
- Being hit by moving objects (hit by falling objects, an animal, person, bitten by an animal, trapped by moving and stationary objects or machinery, and mechanical vibration);
- Sound and pressure;
- Body stressing (stress, including repetitive movements placed on muscles, tendons, ligaments and bones);
- Heat, radiation and electricity;
- Chemicals and other substances (includes insect and spider bites);
- Biological factors;
- Mental stress; and
- Other and unspecified mechanisms of injury.

Nature of Injury

The nature of injury classification is intended to identify the most serious injury or disease reported on the initial claim for workers' compensation (National Occupational Health and Safety Commission, 1990). The injury or disease suffered is generally physical, although the classification includes categories for mental illness. Injury results from a single traumatic event where the harm or hurt is immediately apparent (i.e., burns resulting from an acid splash)¹. Conversely, disease results from repeated or long-term exposure to an agent (i.e., noise-induced hearing loss)¹.

¹ The nature of injury classification is a national classification system and may not necessarily reflect legislation of individual workers' compensation jurisdictions.

Selected nature of injury classifications contained in the report include major and minor groups:

- Fractures (includes fractures of vertebrae);
- Sprains and strains;
- Open wounds;
- Superficial injury;
- Contortion and crushing;
- Foreign body;
- Burns;
- Multiple injuries;
- Other injuries (an aggregate of all minor groups from the injury and poisoning major group not listed here);
- Diseases of the musculoskeletal system and connective tissue (includes occupational overuse syndrome);
- Diseases of the skin and subcutaneous tissue;
- Hernia (a minor group of diseases of the digestive system);
- Mental disorders; and
- Other diseases (an aggregate of all major and minor groups of diseases not listed).

Occupation

Occupation classifications are in accordance with the Australian Standard Classification of Occupations: Statistical Classification, second edition (ASCO) 1997, published by the Australian Bureau of Statistics. Occupation classifications are based on the skills necessary to perform a set of tasks for a given occupation. As the Australian Bureau of Statistics have not published a conversion guide for the first edition ASCO to the second edition, the existing occupations in this publication have been converted by WorkCover WA. At the broadest level (major group), occupations are differentiated based on the skill level, and this is how they are used in this publication.

Self-Insurer (Approved)

An approved self-insurer is an employer exempted under section 164 of the Workers' Compensation and Rehabilitation Act 1981 from the obligation to insure. There are currently 19 approved self-insurers in the WA workers' compensation system.

Work-Related Stress Claims

The Workers' Compensation and Rehabilitation Act 1981 (the Act) does not specifically define work-related stress; however, it does specify circumstances under which stress claims are not included within the definition of 'disability' under subsection 5 (1) of the Act.

Young Workers

Young workers are those between the ages of 15 to 24 years at the date of injury.

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