



Key Highlights from GERI Australian Injury State of Play Report



Research study commissioned by



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The Convergence of EHS and Injury Management Programs at a Glance

Technology acts as a key enabler for greater convergence between injury and wider EHS functions. Focus Network research reveals that, although there is increasing collaboration between the functions, technology integration between injury and wider EHS, is limited and remains at an immature state.

COLLABORATION BETWEEN EHS AND INJURY FUNCTIONS



Only 14%

of EHS and injury leaders report that EHS and injury are fully integrated and aligned.



66%

EHS and injury leaders cite absence of a consolidated strategy, communication silos or technology fragmentation, as inhibitors to greater collaboration



DESPITE CHALLENGES WITH CLOSER ALIGNMENT, EHS AND INJURY LEADERS RECOGNISE THE KEY BENEFITS OF INTEGRATING THE TWO FUNCTIONS.

REDUCED ADMINISTRATIVE BURDEN



46%

of EHS and injury leaders consider reduced administrative burden to be a leading benefit of integrating EHS and injury management systems.

IMPROVED DATA ACCURACY AND CONSISTENCY



43%

of respondents cite improved data accuracy and consistency as a leading benefit of integrating EHS and injury management systems.

IMPROVED COLLABORATION ACROSS TEAMS



38%

of respondents believe that a leading benefit from integrating EHS and injury systems is improved collaboration between teams.



THE COST OF MENTAL HEALTH CONDITIONS IS MAKING THE NEED FOR GREATER COLLABORATION URGENT. ACCORDING TO SAFE WORK AUSTRALIA, MENTAL HEALTH CONDITIONS RESULT IN A MEDIAN TIME LOST FROM WORK OF 34.2 WORKING WEEKS AND MEDIAN COMPENSATION PAID OF \$58,615. FOR ALL OTHER CLAIMS, THE MEDIAN TIME LOST FROM WORK IS 5.4 WORKING WEEKS AND THE MEDIAN COMPENSATION PAID IS \$12,547. THE DIFFERENCE IS ENORMOUS.

REQUIREMENT FOR INCREASED STAKEHOLDER ENGAGEMENT

Increased stakeholder engagement with both injury management and wider EHS programs typically leads to improved outcomes and greater convergence.



Only 5%

of respondents consider their employees to be highly engaged with injury management programs.



"A lack of engagement with employees and other stakeholders makes it unnecessarily complicated to weave safety and injury programs into workflows."

ONLY 38% OF RESPONDENTS VIEW THE ADOPTION OF NEW EHS AND INJURY TECHNOLOGIES TO BE GOOD OR EXCELLENT.

APART FROM COST, THE NEXT MOST IMPORTANT OBSTACLES TO GREATER ADOPTION OF NEW TECHNOLOGY AND PROCESSES, IN ORDER, ARE RESISTANCE TO CHANGE; INTEGRATION WITH EXISTING SYSTEMS; COMPLEXITY; AND LACK OF LEADERSHIP SUPPORT



MANY INJURY PROGRAMS STILL STRUGGLE FOR AWARENESS AND UNDERSTANDING AMONG WORKERS. **50% OF RESPONDENTS IDENTIFY ORGANISATIONAL AWARENESS AND EDUCATION AS BEING THE MAIN AREA OF IMPROVEMENT IN THEIR INJURY MANAGEMENT PROGRAM.**

ADDRESSING TECHNOLOGY MATURITY

The convergence of injury and wider EHS technologies is key to closer alignment and collaboration. It is also necessary for greater stakeholder engagement.



40%

of organisations in Australia are at the most immature state of injury management technology deployment, often using offline solutions. Some continue to use pen and paper.



"The convergence of injury and wider EHS activities is massively challenging without integrating core processes by using technology solutions."

MULTIPLE POINT SOLUTIONS INCREASE COMPLEXITY

MULTIPLE POINT SOLUTIONS



68%

of organisations have digitised their injury functions but lack integration and technology convergence with the wider EHS function.

INTEGRATED



19%

of organisations have some integration and data sharing between injury and wider EHS activities.

UNIFIED



12%

of organisations report having fully integrated injury and EHS technology which leverages data from across the organisation and beyond.

"The centralised management of injury and EHS with visibility and data sharing across all activities underpins injury prevention."

FROM A TECHNOLOGY PERSPECTIVE, INJURY MANAGEMENT IS LESS MATURE THAN WIDER EHS WITH 40% SITTING IN THE MOST IMMATURE STATE. FOR EHS, THE NUMBER IS MUCH LOWER, AT 9%.