Queensland meat processing industry
Action plan – 2014-2017

Common injuries and causes

Traumatic joint/ligament and muscle/tendon injuries

- Body stressing
  - Handling objects
  - Repetitive use or handling of knives
  - Lifting and carrying objects

- Slips, trips and falls
  - Unsafe floor surfaces

Cuts and lacerations

- Hitting or striking objects
  - Knives, bandsaws, hock and brisket cutters

Foreign objects in eye

- Grinding bone
  - Fragments of bone dust
  - Chemicals or animal waste

Burns

- Hot water or steam

Meat processing industry snap shot

Meat and meat product manufacturing serious injury claim rate
(per 1,000 employees)

In 2013-2014, the serious injury claim rate for meat processing (40.7) was more than twice the manufacturing serious injury claim rate (18.1) and more than three times the all industries claim rate (12.6).

Average serious injury claim cost
(for the 2011-2012 financial year)

$13,705 Workers’ compensation costs
$54,848 Other costs
Total cost: $68,553

1 in 2 serious injury claims in meat processing were for musculoskeletal injuries.
<table>
<thead>
<tr>
<th>Action areas</th>
<th>Strategic outcomes</th>
<th>What we will deliver 2015-17</th>
</tr>
</thead>
</table>
| Healthy and safe by design   | • Structures, plant and substances are designed to eliminate or minimise hazards and risks before they are introduced into the workplace.  
• Work, work processes and systems of work are designed and managed to eliminate or minimise hazards and risks.  
• Industry and researchers help identify and solve specific problems.                                                                                                                                                                                                                                                                                                                                 | • Work with industry to develop and implement higher order design controls for high risk activities, including:  
– non-production tasks outside of normal manufacturing activities (i.e. maintenance, cleaning and responding to malfunction)  
– loading, unloading and cross loading of cattle.                                                                                                                                                                                                 |
| Supply chains and networks   | • Supply chain and network participants understand their cumulative impact and actively improve the health and safety of the supply chain.  
• Commercial relationships within supply chains and networks are used to improve work health and safety.  
• Industry leaders champion work health and safety in supply chains and networks.  
• Industry imports plant, materials and equipment that is safe.                                                                                                                                                                                                                                                                                                                                                   | • Facilitate meat industry action group meetings.  
• Participate in industry events.  
• Increase the number of businesses participating in Safe Work and Return to Work Awards.  
• Raise awareness of the impact of the supply chain on musculoskeletal disorders and work related stress management.                                                                                                                                                                                                                                                                              |
| Health and safety capabilities | • Everyone in a workplace has the work health and safety capabilities they require.  
• Those providing work health and safety education, training and advice have the appropriate capabilities.  
• Inspectors and other staff of work health and safety regulators have the work health and safety capabilities to effectively perform their role.  
• Work health and safety skills development is integrated effectively into relevant education and training programs.  
• Industry increasingly uses resources and tools such as the Organisational Systems Benchmarking Tool.                                                                                                                                                                                                                                                                                                | • Undertake intervention and compliance programs that address serious risks and identified focus areas, for example:  
– onsite traffic management and pedestrian safety  
– slips, trips and falls at level  
– working with knives and cutters  
– storage and handling of hazardous chemicals and management of risk  
– labour hire and poultry processing.  
• Produce short films to improve work health and safety capacity.  
• Encourage good work design for young workers (apprentices and trainees) by engaging with supervisors and managers.  
• Increase uptake of the Injury Prevention and Management program in manufacturing.                                                                                                                                                                                                                                                                  |
| Leadership and culture       | • Effective consultation, cooperation and coordination exists through all levels of the industry.  
• The Safety Leadership at Work program is embedded and leaders drive improved work health and safety.  
• Organisational leaders foster a culture of consultation and collaboration which actively improves work health and safety.  
• Health and safety is given priority in all work processes and decisions.                                                                                                                                                                                                                                                                                                                                 | • Hold Safety and Leadership at Work mini-forums.  
• Hold Industry webinars.  
• Produce short films about safety leadership and culture.  
• Build supervisor/middle management capacity to provide work health and safety leadership and manage musculoskeletal disorder risks.                                                                                                                                                                                                                      |
| Worker health and wellbeing  | • Industry adopts a holistic approach to work health and safety and has increased awareness, knowledge and skills for the prevention and management of musculoskeletal disorder and psychosocial risks.  
• Best practice health promotion principles are supported in workplaces with a focus on chronic disease risks such as smoking, nutrition, physical inactivity, alcohol consumption, obesity and mental wellbeing.  
• Industry’s capacity to holistically manage health and safety injuries, and health and wellbeing is increased.  
• WorkCover Queensland is supported in promoting early intervention and injury management.                                                                                                                                                                                                                                                                              | • Continue to develop initiatives and resources to raise awareness and build industry capacity to manage musculoskeletal disorder, psychosocial and chronic disease risks.  
• Improve integration of health and safety, injury management, and health and wellbeing.  
• Increase the number of, and improve support for health and wellbeing programs.  
• Develop resource materials for the control of occupational health and hygiene risks.                                                                                                                                                                                                                                                                                      |