

# SafeWork NSW response to the mid-term evaluation of the WHS Roadmap for NSW 2022

SafeWork NSW endorses all 10 recommendations made by the mid-term evaluation of the WHS roadmap for NSW 2022 conducted by an independent evaluation team from ARTD Consultants in 2020. Work is already under way and responsibilities have been allocated internally to address those recommendations as outlined in the following table.

Recommendation	Details from the evaluation report	SafeWork NSW response
<p>1. Ensure resourcing for major projects continues until 2022 to consolidate gains and drive outcomes</p>	<p>a) Where needed, make clear priorities for resourcing for the next three years.</p> <p>b) Resource project officer positions to support the delivery of all high-risk sector initiatives.</p> <p>c) Make available inspector resources for proactive visits to support awareness raising campaigns on Roadmap priorities.</p> <p>d) Continue to invest in translating key safety products more broadly.</p>	<p>The SafeWork leadership group will consider the following actions:</p> <ul style="list-style-type: none"> <li>• Resource project officer positions to support the delivery of all high-risk sector initiatives.</li> <li>• Make available inspector resources for proactive visits to support awareness raising campaigns on Roadmap priorities</li> </ul>
<p>2. Address important areas of the Roadmap that have had lesser investment</p>	<p>a) Promote labour hire workers guidance more widely.</p> <p>b) Deliver planned leadership programs.</p> <p>c) Deliver planned public awareness campaigns for mentally healthy workplaces, musculoskeletal disorders and the young workers e-toolkit.</p> <p>d) Focus more prevention efforts on high risk businesses within high risk sectors.</p>	<p>SafeWork NSW welcomes the recommendations made by the evaluation to inform the remainder of the roadmap to 2022. SafeWork project teams are using these to revisit their sector plans/ programs at mid-point to focus on areas that require more attention.</p>
<p>3. Maintain strong engagement with industry and other stakeholders</p>	<p>a) There is a risk that links could be lost where collaboration on specific initiatives ceases. Consider establishing permanent sector-based consultative</p>	<p>The evaluation concluded that “SafeWork NSW has successfully collaborated with industry and other stakeholders in a variety of ways and across all high-risk sectors and many high impact harms”.</p>

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	<p>reference groups that include industry and worker representations.</p> <p>b) Advocate for a change in government policy to allow the use of organisation's logos, where the organisation has substantially contributed to the development of guidance materials.</p> <p>c) When engaging industry experts ensure a shared understanding of terms related to compliance and best practice.</p>	<p>SafeWork NSW is committed to build on this achievement and will consider establishing permanent sector-based consultative reference groups.</p> <p>As acknowledged in the evaluation report, consistent use of the NSW government brand, in particular the waratah, is required by the NSW Government brand guidelines to promote brand recognition and avoid misuse...</p>
<p>4. Ensure program areas and inspectors are trained in and supported to use the new WHS rating (predictive modelling) tool when planning proactive compliance campaigns and visits</p>		<p>SafeWork NSW is implementing this recommendation with the Centre for WHS looking at ways to support the uptake of the WHS rating tool among inspectors.</p>
<p>5. Strengthen business intelligence data systems to allow managers and inspectors to access to real-time data on safety incidents and workers compensation claim data</p>	<p>a) Work with SIRA to streamline program areas access to up-to-date workers compensation claim data.</p> <p>b) Increase capacity for in-house data analytics, to reduce reliance on SIRA.</p>	<p>This is a known issue which is being acted on by the SafeWork data teams. In particular, a data governance framework and Information Sharing Agreements (ISA)s are being implemented to allow for the sharing of data across agencies. Data visualisation tools and dashboards are also being rolled out to the organisation to help teams "self-serve" with data requests.</p>
<p>6. Ensure that a high level strategic governance structure is in place for the Roadmap</p>		<p>New governance arrangement have been established for the Better Regulation Division which includes oversight of WHS roadmap.</p>
<p>7. Improve access to communications support and expertise for program teams. Noting that new application processes for communication support are now in place, which are facilitating program teams' access to communications advise and expertise.</p>	<p>a) Clearly explain application processes to program teams.</p>	<p>As noted in the recommendation, since the initial version of the report, access to communications support for projects delivered by the Better Regulation Division has been streamlined. A new process has been established since January 2021 to help prioritise and streamline communication requests from the division, whether they are single channel or multi-channel communications.</p>

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<p>8. Review whether the high risk harms are still the most appropriate high risk harms.</p>		<p>Similar with recommendation 2, SafeWork NSW agrees with this recommendation. SafeWork project teams are revisiting the sector plans and programs at mid-point to make sure they are still relevant in lights of the changes in the respective harms areas.</p>
<p>9. Improve evidence available to assess Roadmap outcomes in 2022</p>	<p>a) Make available industry-level workers compensation data related to NSW WHS targets to better understand the impact of the Roadmap.</p> <p>b) Ensure all program level evaluations are funded and completed before commissioning the final Roadmap evaluation.</p> <p>c) Survey relevant workers and PCBUs to collect data on awareness of Action 2 initiatives and impacts on practices and understanding. These results could provide an evidence source for program-level evaluations. Or require program-level evaluations collect data from affected workers and from PCBUs.</p> <p>d) Include other regulators as stakeholders to the final evaluation.</p>	<p>Industry-level workers compensation data is already provided to SafeWork NSW by SIRA and SafeWork NSW is exploring access to more granular data around harms. The main challenge with the data available is its lag (3-4 years).</p> <p>Evaluation of WHS roadmap initiatives will be managed on a fit for purpose basis, either at program or overall roadmap level.</p> <p>SafeWork project teams will endeavour to collect sufficient data from workers and PCBUs for about change in awareness and behaviour.</p>