

The following data sets are potential measures for mature worker strategies and activities.

Data item	Description
1. Breakdown of workforce by demographic age bands	15–19 years 20–24 years 25–29 years 30–34 years 35–39 years 40–44 years 45–49 years 50–54 years 55–59 years 60–64 years 65 +
2. General absenteeism	Average number of hours per employee absent by age band. Absenteeism rates can be an indicator of in-flexible work practices, dissatisfaction and the need to tend to caring responsibilities – as well as staff wellbeing.
3. Exit data	eg reason for leaving by age band (note this is not always systematically collected) <i>Note: Workforce turnover rate may also be a valid data set to measure improvement.</i>
4. Job satisfaction	eg climate survey, staff satisfaction survey. Results by age band. This data provides an insight into the workplace culture and the potential effects it has on individual performance and return to work success.
5. Return to work measurements	a) length of time it took to return to the pre-injury role at reduced hours from the time of injury b) length of time it took to return to the pre-injury role at equivalent hours from the time of injury c) length of time it took to return to modified duties at reduced hours from the time of injury d) length of time it took to return to modified duties at equivalent hours from the time of injury <i>Note: Collect by age band if available.</i>

Base line data collection

<p>6. Workers Comp Statistics</p>	<p>a) Occupation statistics: Occupation group, all claims: number / percentage / days lost / cost and percentage</p> <p>b) Mechanism of injury or disease statistics: Mechanism group, all claims – number / percentage / days lost / cost and percentage</p> <p>c) Agency of injury or disease statistics: Agency of injury group, all claims: number / percentage / days lost / cost and percentage</p> <p>d) Nature of injury statistics: Nature of injury group, all claims: number percentage / days lost / cost and percentage</p> <p>e) Age of workers statistics: Age of worker, all claims: number / percentage / days lost / cost and percentage</p> <p><i>This data is collected by WorkCover / Employers Mutual Note: Collect by age band if available.</i></p>
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Other data sets for consideration are:

- Turnover
- Near misses reporting
- Reporting by gender
- Reporting by CALD
- Customised surveys

Purposes of data collection

Who will use the data	Why?
Individual organisations	<ul style="list-style-type: none"> • Participants in the MasterClass will collect available data from the list above to measure the success of their particular project they undertake. • Participants may also construct a customised survey to measure specific aspects of their project.
MWM Project owners (ACS & Steering Committee)	<ul style="list-style-type: none"> • Common data sets collected by the participants will be aggregated for the purpose of reporting on the outcomes of the project and to identify any trends in this industry sample. • This data will be collected over the duration of the project and for two years beyond the completion of the MWM project.
Employers Mutual	<ul style="list-style-type: none"> • Return to work statistics and Workers Comp statistics • Other data sets to be advised.

Definitions:

Use the compendium of workers comp statistics report to define:

Frequency Rate	The number of serious claims per million hours worked by employees. Frequency rates are calculated using the following formula: $\frac{\text{number of serious occupational injury and disease claims} \times 1000000}{\text{number of hours worked by employees}}$
Incidence rate	The number of serious claims per thousand employees. Incidence rates are calculated using the following formula: $\frac{\text{number of serious occupational injury and disease claims} \times 1000}{\text{number of employees}}$
Hours worked	The ABS supplies Safe Work Australia estimates of the total hours actually worked by all employees in the reference period. These estimates provide a measure of the time that employees are exposed to work-related risks. Hours worked does not include paid leave such as annual leave or sick leave.
Occupation	The occupation of the employee making the claim. In this publication the term Occupation is used to refer to Occupation Major Group as per <i>Australian Standard Classification of Occupations 2nd Edition</i>
Mechanism of injury or disease statistics	The action, exposure or event which directly caused the most serious injury or disease incurred by the employee.
Agency of injury or disease statistics	The object, substance or circumstance principally involved in, or most closely associated with, the events that culminated in the most serious injury or disease.
Nature of injury statistics	The Nature of injury or disease classification provides the framework for coding the most serious injury or disease sustained or suffered by the worker.