

The below information is derived from data extracted from the QPS Incident/Injury Notification and Reporting System (IINRS). This data includes incident data input into IINRS by QPS employees and WorkCover data downloaded daily from WorkCover Online.

Statistics between the 01.2013 – 01.2017 regarding;

1. How many workers' compensation claims were received regarding alleged workplace bullying or negative workplace behaviours, whether proven or not, regardless of whether the claims were accepted by Workcover or not.

Table 1

Year of Lodgement (Jan to Dec)	Number of WorkCover claims (as above), involving allegations of bullying/negative workplace behaviours
2013	24
2014	27
2015	15
2016	14
2017 (as at 31 Jan)	2

- In creating table 1, data from the IINRS system was extracted and filtered for WorkCover claims lodged by QPS employees as provided by the WorkCover data downloaded into the IINRS.
  - Then the data was filtered by "Original Intimation Date" as recorded in the downloaded WorkCover data – claims outside the specified dates were removed;
  - Then the data was filtered by Psychological injury as recorded by the downloaded WorkCover data to provide the data in table 1;
  - "Psychological injury" filtered data was then filtered by Mechanism of Injury as recorded as part of the Injury Classification in the IINRS.
  - It should be noted that data downloaded from WorkCover into the IINRS does not include Mechanism of Injury, so the Mechanism of Injury as recorded by the QPS has been used.
  - The specific mechanism of Injury (Workplace harassment and/or bullying - **by colleagues**) was used to provide the data in table 1.
2. How many officers who have lodged psychological injury claims during the stated period were successfully rehabilitated either as an officer or a civilian.

Successful rehabilitation has been determined where the officer is not Medically Retired as a result of their Psychological Injury for which they have lodged a WorkCover claim. Career transitioned is where a Police Officer has transitioned into a Civilian Role.

Table 2

Year of Lodgement (Jan to Dec)	Number of Police Officers who lodged a claim with WorkCover for a Psychological Injury	Number of Police Officers Medically Retired as a result of a Psychological Injury for which a WorkCover Claim was lodged.	Number of Police Officers Career Transitioned as a result of a Psychological Injury for which a WorkCover Claim was lodged.	Number of Police Officers successfully rehabilitated following a Psychological Injury for which a WorkCover Claim was lodged.
2013	96	33		63
2014	100	27		73
2015	85	18	1	66
2016	99	6		93
2017 (as at 31 Jan)	9			9

- In creating table 2, data from the IINRS system was extracted and filtered for WorkCover claims lodged by Police Officers as provided by the WorkCover data downloaded into the IINRS.

- *Then the data was filtered by “Original Intimation Date” as recorded in the downloaded WorkCover data – claims outside the specified dates were removed;*
- *Then the data was filtered by Psychological injury as recorded by the downloaded WorkCover data to provide the data in column 2;*
- *Then the data for psychological claims lodged was forwarded to HR to determine:*
  - *Which employees on the list have been medically retired – with date of medical retirement*
  - *Which employees on the list have been career transitioned to a civilian role – with date of transition to civilian role.*
- *HR returned the data with the requested information.*
- *Each Medical Retirement record from the data was manually checked to identify if the record had a corresponding Medical retirement record in Case Management for the specific injury subject to the WorkCover Claim.*

QPS RTI & P Unit