

**Question on Notice**  
**No. 940**  
**Asked on 23 August 2023**

**MR D JANETZKI** ASKED MINISTER FOR EDUCATION, MINISTER FOR INDUSTRIAL RELATIONS AND MINISTER FOR RACING (HON G GRACE)

QUESTION:

Will the Minister advise the number of Occupational Violence reports in the MyHR Workplace health and safety portal that the Education Department has received from school-based education employees for the past five years (reported separately by year) in the Darling Downs Southwest region?

ANSWER:

The health, safety and wellbeing of all staff and students is of paramount importance to the Palaszczuk Government and the Department of Education.

Addressing the risk of injury and/or illness to staff from occupational violence and aggression is a priority focus area for the department. On 12 October 2021, I announced the department's *Occupational Violence and Aggression Prevention Strategy 2021–2023* (the strategy) in the Queensland Parliament. The strategy is available at [www.education.qld.gov.au/initiatives-and-strategies/health-and-wellbeing/workplaces/health-wellbeing](http://www.education.qld.gov.au/initiatives-and-strategies/health-and-wellbeing/workplaces/health-wellbeing).

This strategy includes initiatives:

- that promote a community-wide understanding of the department's behaviour expectations;
- to reduce the risk of occupational violence and aggression within the workplace; and
- that strengthen supports for school-based employees affected by occupational violence and aggression.

The MyHR Workplace Health and Safety (WHS) system was implemented in 2011 as a recording system for health and safety incidents in state schools and department workplaces.

The introduction of an 'occupational violence and aggression' selection was introduced in the MyHR WHS system from October 2021 to improve data collection for incidents of this type; therefore, data prior to this date is not available.

Occupational violence and aggression is defined as any action, incident or behaviour that departs from reasonable conduct in which a person is threatened, harmed, injured by another person in the course of, or as a direct result of his or her work. Examples of acts of aggression and/or violence include, but are not limited to, workplace harassment/bullying, spitting, physical intimidation or harm, and verbal abuse.

The total number of occupational violence reports in the department's MyHR WHS system for Darling Downs South West region are:

- 1 October 2021 to 30 June 2022 – 173;
- 1 July 2022 to 30 June 2023 – 617; and
- 1 July 2023 up to 31 August 2023 – 130.

Statewide, during the reporting period, approximately 93% of incidents required no more than first aid in response to the incident. Examples of these types of incidents include low impact physical contact such as a child brushing past a teacher and accidentally making contact.

Of these incidents, across the state approximately 60% occurred in primary schools, 30% in special schools and 10% in high schools.

By reporting incidents of occupational violence and aggression in the MyHR WHS system, employees can ensure the department is informed of the incident, can provide support to the employee (and others where required), and take steps to prevent incidents from happening again.

Support to employees who are subject to occupational violence and aggression varies depending on the nature of the incident.

Support can range from counselling/support via the department's employee assistance provider (all employees and their families have access to a free 24/7 counselling service) and local application of basic first aid treatment. Incidents that require a higher level of medical support (e.g., ambulance and/or hospitalisation) are uncommon.