



**MUTUAL
BENEFITS
PROGRAM**

Benefits Management Framework

**Injury Prevention
and
Research & Innovation**

The Pitch Off 2025

Mutual Benefits Program: Benefits Management Framework

Benefits management is critical to the achievement of the strategic objectives of an investment. Proper identification of benefits is required at the outset of a new initiative to provide a sound justification for investment in the project.

The purpose of this Benefits Management Framework is to provide:

- A standard approach to identifying, realising and measuring benefits across all initiatives, and
- Guidance on the types of benefits that should be realised by initiatives funded by the Mutual Benefits Program ('Program'), to provide assurance that initiatives are aligned to the Program strategy.

All applications for Mutual Benefits funding must be aligned to the Program Strategy and expect to deliver benefits in line with our Benefits Management Framework. This Framework has been adapted specifically for use in the Pitch Off 2025, to focus solely on Injury Prevention, and Research & Innovation.

The Benefits Framework - Injury Prevention and Research & Innovation

Strategic Objective	Benefit	Indicator	Measure
Injury Prevention Initiatives aimed at preventing and reducing workplace injuries through integrated physical and psychosocial risk management.	Reduce frequency of injuries. <i>Refers to the frequency of a type of injury in a specific workplace.</i>	Reported injuries	The total volume of injuries (by a specific injury type or category) reported by a workplace over a set period.
		Claims volumes	The total volume of claims lodged for a specific injury type by a workplace over a set period.
	Reduce severity of injuries. <i>Refers to the average time required to recovery from an injury.</i>	Claim duration	Average time to recover from an injury, measured by the total duration of the claim from the date of injury to the date of claim closure.
		Lost time	Average Lost Workdays per Injury: Measures severity by averaging days lost per injury.
	Reduce employer premiums. <i>Refers to the workers' compensation insurance premium that an employer pays.</i>	Premium	The annual premium payable by an employer.
	Improve Safety Audit and Inspection Scores <i>Refers to results or ratings given after conducting formal evaluations of workplace safety conditions, practices, and compliance with safety standards.</i>	Safety Compliance	Improvement in safety audit scores over time to show better compliance and hazard control.

	<p>Improve capability of industry specialists.</p> <p>Refers to the general uplift in capability and knowledge of Return to Work Co-ordinators and other specialists in the workers compensation process.</p>	Training Engagement	<p>This can be measured by a combination of:</p> <ul style="list-style-type: none"> • Training attendance, completion and utilisation rates. • Qualitative data on attendee satisfaction and training quality from surveys, anecdotal feedback and comments from course participants.
<p>Research & Innovation</p> <p>To foster a culture of continuous improvement by actively pursuing research and innovation that delivers measurable value, drives WHS, and strengthens workplace resilience.</p>	<p>Actively promote continuous improvement and best practice</p> <p><i>This refers to research and innovation which promotes best practice in workplace health and safety and injury prevention, fostering a culture of safety awareness and continuous improvement.</i></p>	Adoption of change	The extent to which a new protocol, process or other output of a relevant project is adopted.
		Publication of Reports	The reach of published reports based on a relevant project, measured by engagement rates with the published report through monitored communication channels (such as LinkedIn, websites and industry recognition).

Key Principles

Three overarching principles underpin the Framework:

It must be **simple** to understand and apply.

It must be **consistently** applied.

It must clearly demonstrate how the initiative/s contribute to the **strategic objective** of **Injury Prevention**.

The following principles guide the application of the Framework to each initiative:

1. Benefits must be **measurable and evidence-based** to demonstrate that an investment provides value.

2. **Baselines are measured early**, and included in the funding application. Value is measured by change compared to baseline.

3. The number of benefits reported for an initiative should be a **practical, manageable** number.

4. Benefits are **dynamic**. They should be reviewed and updated over the life cycle of the initiative.

5. Whilst many factors can influence outcomes, **the initiative should be the most likely reason for a change**, so it can be primarily attributed to the initiative.

Applying the Framework

When preparing a Funding Application, follow these steps to identify the expected benefits of your initiative:

Steps	Example
1. Identify a benefit from the Framework that applies to your initiative	Reduce frequency of injuries
2. Contextualise the benefit	Reduce the frequency of psychological injuries at ABC Pty Ltd
3. Select an indicator from the Framework	Reported injuries
4. Define the measure	Total number of psychological injuries reported by ABC Pty Ltd per year
5. Obtain the baseline measure	Over the past five years, ABC Pty Ltd reported on average 20 psychological injuries per year
6. Set the target	Reduce the number of psychological injuries reported by 20%, so that the average number of psychological injuries reported per year is 16 or less.
7. Specify the timeframe for when the target should be met	Target to be met 12 months after completion of the initiative

In your project plan, this can be depicted as:

Benefit	Indicator	Baseline Measure	Target Measure & Timeframe
Reduce the frequency of psychological injuries at ABC Pty Ltd	Claim volumes	Over the past 5 years, ABC Pty Ltd reported on average 20 psychological injuries per year	Reduce the number of psychological injuries by 20%, so that the average number of psychological injuries reported per year is 16. Target to be met 12 months after completion of the initiative.

Other examples are listed below:

Benefit	Indicator	Baseline Measure	Target Measure & Timeframe
Reduction in frequency of injuries.	Reported claims	Historical volume of new claims reported: <ul style="list-style-type: none"> June 2023: 18 June 2024: 21 	Monitor new claims for 6 months post initiative, with target to achieve the following improvements: <ul style="list-style-type: none"> 3months post: 10% reduction 6months post: 20% reduction
Reduction in severity of injuries.	Claim duration	Historical average claim duration for severe injuries: <ul style="list-style-type: none"> June 2023: 64-weeks June 2024: 72-weeks 	By the end of the next 12 months, reduce the average claim duration for severe injury cases by 20% compared to the previous year.
Reduction in employer premiums	Premiums	Include the specific premiums or average premium for participating employers.	Within 12 months, achieve a 15% reduction in workers' compensation insurance premiums for participating employers.
Improve Safety Audit and Inspection Scores	Safety Audit and Inspection Score	Include the specific scores or results for participating employers.	Within 9 months, improve the average Safety Audit and Inspection Score by 15% compared to baseline scores.
Improve capability of industry specialists	Training Engagement	Options: <ul style="list-style-type: none"> Qualitative baseline from surveys or focus groups 	Achieve at least 90% attendance and completion rates, with 80% of participants rating training quality and satisfaction as "good" or higher in post-training surveys, by

		<ul style="list-style-type: none"> Consider whether the topic is available in the market What attendance rates are on average in your target group. 	the end of Q4 2025, as measured through attendance records and qualitative feedback analysis.
Actively promote continuous improvement and best practice	Adoption of Change	Options: <ul style="list-style-type: none"> Survey or informal feedback on the existing protocol If the new protocol replaces something existing, the baseline could be the usage rate or compliance rate with the old one. Related performance or process efficiency metrics. 	Achieve at least 85% adoption of the new [protocol / process / tool] in your target area, within 6 months of rollout, as measured by usage metrics and feedback surveys, to support continuous improvement and best practice implementation across the team.