



~~SENSITIVE: PERSONAL~~

I&PS Ref: s22(1)(a)(ii)

s22(1)(a)(ii)

Delivered by email to s22(1)(a)(ii)@border.gov.au

Dear s22(1)(a)(ii)

Investigation into an alleged breach of the APS Code of Conduct – Decision Notice

1. On s22(1)(a)(ii), I wrote to you outlining allegations that you have breached the Australian Public Service (APS) Code of Conduct (section 13 of the *Public Service Act 1999* (Cth)) (PS Act).
2. On s22(1)(a)(ii) you provided a written response to the investigator in this matter via email. Thank you for the information you have provided, which I have considered.
3. I will now proceed to make my determination on whether or not you have breached the Code of Conduct.

Summary of Alleged Breaches

Allegation 1

4. It is alleged that on s22(1)(a)(ii)
5. This conduct, if proven, amounts to a breach of the following rules of the APS Code of Conduct:
 - 13(3) An APS employee, when acting in connection with APS employment, must treat everyone with respect and courtesy, and without harassment.*
 - 13(11) An APS employee must at all times behave in a way that upholds:

 - (a) the APS Values and APS Employment Principles; and
 - (b) the integrity and good reputation of the employee's Agency and the APS.*

s22(1)(a)(ii)

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s22(1)(a)(ii)

s22(1)(a)(ii)

Decision and evidence

- 10. Having considered the available evidence and other relevant matters, I have decided that on the balance of probabilities, you have breached subsections 13(3) and 13(11) of the Code of Conduct in relation to Allegation 1, ^{s22(1)(a)(ii)} [redacted]
- 11. I have outlined the below the factors that I have taken into consideration in reaching my decision.

Your response

- 12. Your response included the following information:

s22(1)(a)(ii)

[redacted]

- 13. I am taking this to mean that you concur that you breached the Code of Conduct, but you believe this was due to extenuating circumstances. This information is outside the scope

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of my decision, it may be relevant to the matter of sanction, and as such I have provided it to the Sanction Delegate for their consideration. I encourage you to continue to access support mechanisms that you find assist you at this time.

14. You response also stated:

s22(1)(a)(ii)



15. s22(1)(a)(ii)

16.

17.



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My Decision

Allegation 1

18. Given the evidence before me, including statements s22(1)(a)(ii) that read:

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s22(1)(a)(ii)



19. I am satisfied that on the balance of probabilities, a reasonable person would conclude that you have failed to treat your colleagues with respect and courtesy, and without harassment, when acting in connection with APS employment.

20. s22(1)(a)(ii)



I am satisfied that there is a connection to your employment. I am further satisfied, that on the balance of probabilities, you have failed to behave at all times in a way that upholds:

- The Integrity and good reputation of the Department and the APS.

21. I have therefore decided that your actions have breached 13(3) and 13(11) of the Code of Conduct.

s22(1)(a)(ii)



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s22(1)(a)(ii)



s22(1)(a)(ii)

Proposed Sanction

29. Having determined the matter of the breaches, this matter will be referred to the Secretary's delegate for the purpose of determining what sanction, if any, should be applied in respect of your breach (Sanction Delegate).
30. The Sanction Delegate may impose one or more of the following sanctions in accordance with section 15(1) of the PS Act:
 - termination of employment
 - reduction in classification
 - re-assignment of duties
 - reduction in salary
 - deductions from salary, by way of fine
 - a reprimand.
31. In determining an appropriate sanction, the Sanction Delegate will have regard to the purpose of sanctioning, namely to ensure effective administration and to maintain public confidence in the integrity of the Department's processes and practices, rather than simply punish the employee. If a sanction is imposed, it should focus on reducing or eliminating the likelihood of future similar behaviour.

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32. The Sanction Delegate will write to you shortly to outline their thinking on the matter of sanction, and provide you with an opportunity to comment before they make their decision on sanction.

Review

33. You are entitled to have the determination of the breach and the imposition of a sanction reviewed under section 33 of the PS Act. An application for review in these circumstances must be made to the Merit Protection Commissioner. You should note that the imposition of the sanction will not be delayed pending the outcome of that review. Further information on Review of Action is set out in the Review of Actions Guidelines (Attachment A).

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Available Support

34. For support, the Employee Assistance Program (EAP) is available to provide short-term confidential, professional counseling for all departmental employees (both within Australia and overseas), and for members of their family in certain circumstances. EAP is provided free of charge to employees. You can contact the EAP on the details below.

Davidson Trahaire Corpsych
Phone: 1300 360 364 (24hrs a day, 7 days a week)
Website: www.davcorp.com.au

35. If you have any questions, please contact s22(1)(a)(ii) on (02) s22(1)(a)(ii) or via email at s22(1)(a)(ii) [@border.gov.au](mailto: @border.gov.au).

Yours sincerely

s22(1)(a)(ii)

Chief of Staff
Regional Command Vic/Tas
Delegate of the Secretary

s22(1)(a)(ii)

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Date of Injury	Liabile Cost Centre Nme	Body Location	Nature of Injury	Agency of Accident	Mechanism of Injury
19/06/2018	ABF Operations	UPPER BACK	TRAUMA TO MUSCLES AND TENDONS, NOT ELSEWHERE CLASSIFIED	BELT CONVEYORS	MUSCULAR STRESS WHILE LIFTING,CARRYING,PUTTING DOWN OBJECTS
13/06/2018	ABF Operations	NECK AND SHOULDER	MULTIPLE INJURIES	GUTTERS, DRAINS, KERBS	FALLS FROM A HEIGHT
7/06/2018	ABF Operations	KNEE	CONTUSION, BRUISING AND SUPERFICIAL CRUSHING	TRAPDOORS, HATCHES, SKYLIGHTS	FALLS FROM A HEIGHT
30/05/2018	ABF Operations	PSYCHOLOGICAL SYSTEM IN GENERAL	ANXIETY/STRESS DISORDER	OTHER AND UNSPECIFIED PERSONS	WORK RELATED HARASSMENT AND/OR WORKPLACE BULLYING
23/05/2018	ABF Operations	HEART	OTHER SPECIFIED INJURIES, NOT ELSEWHERE CLASSIFIED	OTHER ADULTS	WORK RELATED HARASSMENT AND/OR WORKPLACE BULLYING
16/05/2018	ABF Support	ANKLE	TRAUMATIC TEARING AWAY PART MUSCLE/TENDON STRUCTURE,AVULSION	OTHER AGENCIES, NOT ELSEWHERE CLASSIFIED	MUSCULAR STRESS WITH NO OBJECTS BEING HANDLED
15/05/2018	ABF Operations	LOWER LEG	TRAUMATIC TEARING AWAY PART MUSCLE/TENDON STRUCTURE,AVULSION	OTHER AND UNSPECIFIED STEPS AND STAIRWAYS	STEPPING, KNEELING OR SITTING ON OBJECTS
27/04/2018	ABF Operations	LOWER BACK	BACK PAIN, LUMBAGO, AND SCIATICA	CRATES, CARTONS, BOXES, CASES, ETC - CARDBOARD	MUSCULAR STRESS WHILE LIFTING,CARRYING,PUTTING DOWN OBJECTS
19/04/2018	ABF Operations	PSYCHOLOGICAL SYSTEM IN GENERAL	DEPRESSION	NON-PHYSICAL AGENCIES	WORK PRESSURE
17/04/2018	ABF Operations	KNEE	JOINT AND OTHER ARTICULAR CARTILAGE DISEASES NEC	AGENCY NOT APPARENT	REPETITIVE MOVEMENT, LOW MUSCLE LOADING
17/04/2018	ABF Support	OTHER SPECIFIED MULTIPLE LOCATIONS	MULTIPLE INJURIES	OTHER AND UNSPECIFIED CARS, STATION WAGONS, VANS, UTILITIES	VEHICLE ACCIDENT
13/04/2018	ABF Operations	FOOT	TRAUMA TO JOINTS AND LIGAMENTS, UNSPECIFIED	OTHER AND UNSPECIFIED STEPS AND STAIRWAYS	MUSCULAR STRESS WITH NO OBJECTS BEING HANDLED
11/04/2018	ABF Operations	LOWER BACK	FRAC VERTEBRAL COLUMN WITHOUT MENTION OF SPINAL CORD LESION	SEATING FURNITURE	FALLS ON THE SAME LEVEL
6/04/2018	ABF Operations	WRIST	TRAUMA TO JOINTS AND LIGAMENTS, UNSPECIFIED	BAGGAGE AND LUGGAGE	MUSCULAR STRESS WHILE LIFTING,CARRYING,PUTTING DOWN OBJECTS
6/04/2018	ABF Operations	SHOULDER	BURSITIS	OTHER AGENCIES, NOT ELSEWHERE CLASSIFIED	MUSCULAR STRESS WHILE LIFTING,CARRYING,PUTTING DOWN OBJECTS
3/04/2018	ABF Operations	LOWER BACK	BACK PAIN, LUMBAGO, AND SCIATICA	OTHER AND UNSPECIFIED FURNITURE AND FITTINGS	MUSCU STRESS WHILE HANDLING OBJS EXCL.LIFT,CARRY,PUTTNG DOWN
30/03/2018	ABF Operations	PSYCHOLOGICAL SYSTEM IN GENERAL	REACTION TO STRESSORS OTHER, MULTIPLE OR NOT SPECIFIED	OTHER ADULTS	WORK RELATED HARASSMENT AND/OR WORKPLACE BULLYING
27/03/2018	ABF Operations	LOWER LIMB - UNSPECIFIED LOCATIONS	OCCUPATIONAL OVERUSE SYNDROME	CRATES, CARTONS, BOXES, CASES, ETC - CARDBOARD	REPETITIVE MOVEMENT, LOW MUSCLE LOADING
27/03/2018	ABF Operations	UPPER BACK	BACK PAIN, LUMBAGO, AND SCIATICA	OTHER AND UNSPECIFIED CARS, STATION WAGONS, VANS, UTILITIES	VEHICLE ACCIDENT
24/03/2018	ABF Operations	PSYCHOLOGICAL SYSTEM IN GENERAL	ANXIETY/DEPRESSION COMBINED	OTHER ADULTS	WORK RELATED HARASSMENT AND/OR WORKPLACE BULLYING
22/03/2018	ABF Operations	UNSPECIFIED MULTIPLE LOCATIONS	VIRAL DISEASES, NOT CLASSIFIED ELSEWHERE	BIOLOGICAL AGENCIES	CONTACT WITH/EXPOSURE TO BIOLOGICAL FACTORS (NON-HUMAN)
22/03/2018	ABF Operations	NECK BONES, MUSCLES AND TENDONS	TRAUMA TO JOINTS AND LIGAMENTS, NOT ELSEWHERE CLASSIFIED	OTHER HUMAN AGENCY	BEING HIT BY A PERSON ACCIDENTALLY
16/03/2018	ABF Operations	ABDOMINAL MUSCLES AND TENDONS	HERNIAS	MANUAL LIFTING EQUIPMENT	MUSCULAR STRESS WHILE LIFTING,CARRYING,PUTTING DOWN OBJECTS
10/03/2018	ABF Operations	OTHER SPECIFIED MULTIPLE LOCATIONS	OTHER FRACTURES, NOT ELSEWHERE CLASSIFIED	WET, OILY OR ICY TRAFFIC AND GROUND SURFACES	FALLS ON THE SAME LEVEL
8/03/2018	ABF Operations	OTHER SPECIFIED MULTIPLE LOCATIONS	TRAUMA TO JOINTS AND LIGAMENTS, UNSPECIFIED	DOORS	MUSCU STRESS WHILE HANDLING OBJS EXCL.LIFT,CARRY,PUTTNG DOWN
28/02/2018	ABF Operations	CHEST MUSCLES	TRAUMA TO MUSCLES AND TENDONS, NOT ELSEWHERE CLASSIFIED	DOORS	MUSCU STRESS WHILE HANDLING OBJS EXCL.LIFT,CARRY,PUTTNG DOWN
17/02/2018	ABF Support	UPPER BACK	BACK PAIN, LUMBAGO, AND SCIATICA	DOORS	MUSCULAR STRESS WHILE LIFTING,CARRYING,PUTTING DOWN OBJECTS
14/02/2018	ABF Operations	UPPER ARM	LACERATION OR OPEN WOUND NOT INVOLVING TRAUMATIC AMPUTATION	CRATES, CARTONS, BOXES, CASES, ETC - METAL	HITTING STATIONARY OBJECTS
14/02/2018	ABF Operations	PSYCHOLOGICAL SYSTEM IN GENERAL	ANXIETY/STRESS DISORDER	NON-PHYSICAL AGENCIES	WORK PRESSURE
14/02/2018	ABF Operations	KNEE	MENISCUS DEGENERATE/DETACHED/RETAINED/CHRONIC TEAR	AGENCY NOT APPARENT	MUSCULAR STRESS WITH NO OBJECTS BEING HANDLED
8/02/2018	ABF Operations	LOWER LEG	SOFT TISSUE INJURIES DUE TO TRAUMA OR UNKNOWN MECHANISMS NEC	OTHER AGENCIES, NOT ELSEWHERE CLASSIFIED	MUSCULAR STRESS WITH NO OBJECTS BEING HANDLED
8/02/2018	ABF Operations	FINGERS	CONTUSION, BRUISING AND SUPERFICIAL CRUSHING	OTHER AND UNSPECIFIED CARS, STATION WAGONS, VANS, UTILITIES	BEING TRAPPED BETWEEN STATIONARY AND MOVING OBJECTS
8/02/2018	ABF Operations	KNEE	JOINT AND OTHER ARTICULAR CARTILAGE DISEASES NEC	AGENCY NOT APPARENT	MUSCULAR STRESS WITH NO OBJECTS BEING HANDLED
4/02/2018	ABF Operations	ANKLE	TRAUMA TO JOINTS AND LIGAMENTS, UNSPECIFIED	UNEVEN GROUND SURFACES, GRASS OR OTHERWISE	FALLS ON THE SAME LEVEL
2/02/2018	ABF Operations	SHOULDER	BURSITIS	TRAPDOORS, HATCHES, SKYLIGHTS	BEING HIT BY MOVING OBJECTS
2/02/2018	ABF Operations	KNEE	TRAUMA TO JOINTS AND LIGAMENTS, UNSPECIFIED	WORK TOPS	HITTING STATIONARY OBJECTS
19/01/2018	ABF Operations	OTHER SPECIFIED MULTIPLE LOCATIONS	OTHER DISEASES, NOT ELSEWHERE CLASSIFIED	OTHER AGENCIES, NOT ELSEWHERE CLASSIFIED	OTHER MENTAL STRESS FACTORS
15/01/2018	ABF Operations	PSYCHOLOGICAL SYSTEM IN GENERAL	POST-TRAUMATIC STRESS DISORDER	AGENCY NOT APPARENT	OTHER MENTAL STRESS FACTORS
12/01/2018	ABF Operations	UPPER LIMB - MULTIPLE LOCATIONS	TRAUMA TO JOINTS AND LIGAMENTS, UNSPECIFIED	WET, OILY OR ICY TRAFFIC AND GROUND SURFACES	FALLS FROM A HEIGHT
4/01/2018	ABF Operations	SHOULDER	TRAUMATIC TEARING AWAY PART MUSCLE/TENDON STRUCTURE,AVULSION	SEATING FURNITURE	FALLS FROM A HEIGHT
15/12/2017	ABF Support	KNEE	CONTUSION, BRUISING AND SUPERFICIAL CRUSHING	MOTORISED CRAFT	HITTING MOVING OBJECTS
14/12/2017	ABF Operations	KNEE	TRAUMA TO JOINTS AND LIGAMENTS, NOT ELSEWHERE CLASSIFIED	OTHER AND UNSPECIFIED DOORS AND WINDOWS	HITTING MOVING OBJECTS
14/12/2017	ABF Support	FINGERS	OTHER FRACTURES, NOT ELSEWHERE CLASSIFIED	OTHER HUMAN AGENCY	BEING TRAPPED BY MOVING MACHINERY OR EQUIPMENT
8/12/2017	ABF Operations	PSYCHOLOGICAL SYSTEM IN GENERAL	POST-TRAUMATIC STRESS DISORDER	OTHER AND UNSPECIFIED PERSONS	EXPOSURE TO WORKPLACE OR OCCUPATIONAL VIOLENCE
7/12/2017	ABF Operations	ANKLE	TRAUMA TO JOINTS AND LIGAMENTS, NOT ELSEWHERE CLASSIFIED	OTHER AND UNSPECIFIED STEPS AND STAIRWAYS	STEPPING, KNEELING OR SITTING ON OBJECTS
30/11/2017	ABF Operations	FOOT	FASCIITIS	OTHER AGENCIES, NOT ELSEWHERE CLASSIFIED	BEING HIT BY A PERSON ACCIDENTALLY
28/11/2017	ABF Operations	PSYCHOLOGICAL SYSTEM IN GENERAL	ANXIETY/DEPRESSION COMBINED	NON-PHYSICAL AGENCIES	WORK PRESSURE
27/11/2017	ABF Operations	BRAIN	DISEASES OF THE BRAIN, SPINAL CORD AND PERIPHERAL NERV SYSTM	OTHER AGENCIES, NOT ELSEWHERE CLASSIFIED	MUSCULAR STRESS WITH NO OBJECTS BEING HANDLED
25/11/2017	ABF Operations	PSYCHOLOGICAL SYSTEM IN GENERAL	POST-TRAUMATIC STRESS DISORDER	OTHER ADULTS	BEING ASSAULTED BY A PERSON OR PERSONS
21/11/2017	ABF Operations	SHOULDER	MUSCLE/TENDON STRAIN (NON TRAUMATIC)	CRATES, CARTONS, BOXES, CASES, ETC - CARDBOARD	REPETITIVE MOVEMENT, LOW MUSCLE LOADING
14/11/2017	ABF Operations	THUMB	CONTUSION, BRUISING AND SUPERFICIAL CRUSHING	OTHER AND UNSPECIFIED CARS, STATION WAGONS, VANS, UTILITIES	BEING TRAPPED BETWEEN STATIONARY AND MOVING OBJECTS
12/11/2017	ABF Operations	LOWER BACK	TRAUMA TO JOINTS AND LIGAMENTS, NOT ELSEWHERE CLASSIFIED	OTHER AGENCIES, NOT ELSEWHERE CLASSIFIED	MUSCULAR STRESS WITH NO OBJECTS BEING HANDLED
10/11/2017	ABF Operations	PSYCHOLOGICAL SYSTEM IN GENERAL	ANXIETY/STRESS DISORDER	OTHER ADULTS	WORK RELATED HARASSMENT AND/OR WORKPLACE BULLYING
7/11/2017	ABF Operations	HAND	HOT BURN	HOT WATER, STEAM	CONTACT WITH HOT OBJECTS
2/11/2017	Office of the ABF Commission	SHOULDER	BURSITIS	OTHER HUMAN AGENCY	BEING HIT BY A PERSON ACCIDENTALLY
30/10/2017	ABF Operations	KNEE	CONTUSION, BRUISING AND SUPERFICIAL CRUSHING	OTHER AND UNSPECIFIED STEPS AND STAIRWAYS	FALLS FROM A HEIGHT
30/10/2017	ABF Operations	KNEE	OTHER FRACTURES, NOT ELSEWHERE CLASSIFIED	OTHER ADULTS	BEING HIT BY A PERSON ACCIDENTALLY
27/10/2017	ABF Operations	KNEE	SOFT TISSUE INJURIES DUE TO TRAUMA OR UNKNOWN MECHANISMS NEC	AGENCY NOT APPARENT	MUSCULAR STRESS WITH NO OBJECTS BEING HANDLED
26/10/2017	ABF Support	LOWER BACK	TRAUMA TO MUSCLES AND TENDONS, NOT ELSEWHERE CLASSIFIED	SPORTING EQUIPMENT	MUSCULAR STRESS WHILE LIFTING,CARRYING,PUTTING DOWN OBJECTS
20/10/2017	ABF Operations	UPPER ARM	TRAUMA TO MUSCLES AND TENDONS, NOT ELSEWHERE CLASSIFIED	DOORS	MUSCU STRESS WHILE HANDLING OBJS EXCL.LIFT,CARRY,PUTTNG DOWN
17/10/2017	ABF Operations	SHOULDER	BURSITIS	BAGS OF MAIL	MUSCULAR STRESS WHILE LIFTING,CARRYING,PUTTING DOWN OBJECTS
16/10/2017	ABF Operations	FINGERS	OTHER FRACTURES, NOT ELSEWHERE CLASSIFIED	SPORTING EQUIPMENT	BEING HIT BY MOVING OBJECTS
13/10/2017	ABF Operations	HAND	OTHER FRACTURES, NOT ELSEWHERE CLASSIFIED	OTHER ADULTS	BEING HIT BY A PERSON ACCIDENTALLY
13/10/2017	ABF Operations	KNEE	TRAUMA TO JOINTS AND LIGAMENTS, NOT ELSEWHERE CLASSIFIED	OTHER ADULTS	BEING HIT BY A PERSON ACCIDENTALLY
10/10/2017	ABF Operations	RESPIRATORY SYSTEM IN GENERAL	OTHER RESPIRATORY CONDITIONS DUE TO SUBSTANCES	OTHER AND UNSPECIFIED DUST	EXPOSURE TO OTHER AND UNSPECIFIED ENVIRONMENTAL FACTORS
1/10/2017	ABF Operations	FOREARM	TRAUMA TO MUSCLES	WEAPONS	MUSCULAR STRESS WHILE LIFTING,CARRYING,PUTTING DOWN OBJECTS
30/09/2017	ABF Support	SHOULDER	BURSITIS	OTHER AND UNSPECIFIED LADDERS	FALLS FROM A HEIGHT
30/09/2017	ABF Support	PSYCHOLOGICAL SYSTEM IN GENERAL	ANXIETY/STRESS DISORDER	OTHER AGENCIES, NOT ELSEWHERE CLASSIFIED	EXPOSURE TO A TRAUMATIC EVENT
30/09/2017	ABF Support	LOWER BACK	SOFT TISSUE INJURIES DUE TO TRAUMA OR UNKNOWN MECHANISMS NEC	MOTORISED CRAFT	FALLS FROM A HEIGHT
27/09/2017	ABF Operations	UNSPECIFIED MULTIPLE LOCATIONS	MULTIPLE INJURIES	OTHER ELECTRICAL INSTALLATION	CONTACT WITH ELECTRICITY
26/09/2017	ABF Operations	KNEE	MENISCUS DEGENERATE/DETACHED/RETAINED/CHRONIC TEAR	OTHER AGENCIES, NOT ELSEWHERE CLASSIFIED	MUSCULAR STRESS WITH NO OBJECTS BEING HANDLED
21/09/2017	ABF Operations	KNEE	SOFT TISSUE INJURIES DUE TO TRAUMA OR UNKNOWN MECHANISMS NEC	SEATING FURNITURE	FALLS FROM A HEIGHT
21/09/2017	ABF Operations	LOWER BACK	TRAUMA TO MUSCLES AND TENDONS, UNSPECIFIED	SEATING FURNITURE	STEPPING, KNEELING OR SITTING ON OBJECTS
19/09/2017	ABF Operations	RESPIRATORY SYSTEM IN GENERAL	ASTHMA	OTHER AND UNSPECIFIED BASIC AND UNSPECIFIED CHEMICALS	SINGLE CONTACT WITH CHEMICAL OR SUBSTANCE
18/09/2017	ABF Operations	OTHER SPECIFIED MULTIPLE LOCATIONS	TRAUMA TO MUSCLES AND TENDONS, NOT ELSEWHERE CLASSIFIED	TRAFFIC AND GROUND SURFACES WITH HAZARDOUS OBJECTS	FALLS ON THE SAME LEVEL
13/09/2017	ABF Operations	PSYCHOLOGICAL SYSTEM IN GENERAL	ANXIETY/DEPRESSION COMBINED	OTHER ADULTS	WORK RELATED HARASSMENT AND/OR WORKPLACE BULLYING

13/09/2017	ABF Operations	SHOULDER	TRAUMA TO MUSCLES	STRING, TWINE, ROPE	MUSCU STRESS WHILE HANDLING OBJS EXCL.LIFT,CARRY,PUTTNG DOWN
11/09/2017	ABF Operations	SHOULDER	TRAUMA TO MUSCLES AND TENDONS, NOT ELSEWHERE CLASSIFIED	TRAPDOORS, HATCHES, SKYLIGHTS	FALLS FROM A HEIGHT
4/09/2017	ABF Operations	THUMB	LACERATION OR OPEN WOUND NOT INVOLVING TRAUMATIC AMPUTATION	OTHER AND UNSPECIFIED STORAGE EQUIPMENT	BEING TRAPPED BY MOVING MACHINERY OR EQUIPMENT
29/08/2017	ABF Operations	HAND	SOFT TISSUE INJURIES DUE TO TRAUMA OR UNKNOWN MECHANISMS NEC	SPORTING EQUIPMENT	HITTING STATIONARY OBJECTS
27/08/2017	ABF Operations	UPPER ARM	OCCUPATIONAL OVERUSE SYNDROME	COMPUTERS AND KEYBOARDS	REPETITIVE MOVEMENT, LOW MUSCLE LOADING
23/08/2017	ABF Operations	TOOTH/TEETH	FRACTURED SKULL AND FACIAL BONES	OTHER AGENCIES, NOT ELSEWHERE CLASSIFIED	OTHER AND MULTIPLE MECHANISMS OF INCIDENT
21/08/2017	ABF Operations	WRIST	CARPAL TUNNEL SYNDROME	OTHER AGENCIES, NOT ELSEWHERE CLASSIFIED	REPETITIVE MOVEMENT, LOW MUSCLE LOADING
17/08/2017	ABF Operations	SHOULDER	DISEASES OF MUSCLE, TENDON AND RELATED TISSUE NEC	OTHER AGENCIES, NOT ELSEWHERE CLASSIFIED	MUSCULAR STRESS WITH NO OBJECTS BEING HANDLED
17/08/2017	ABF Operations	NECK - OTHER AND MULTIPLE	MUSCLE/TENDON STRAIN (NON TRAUMATIC)	SEATING FURNITURE	FALLS FROM A HEIGHT
15/08/2017	ABF Operations	PSYCHOLOGICAL SYSTEM IN GENERAL	ANXIETY/DEPRESSION COMBINED	OTHER AGENCIES, NOT ELSEWHERE CLASSIFIED	OTHER MENTAL STRESS FACTORS
8/08/2017	ABF Operations	HEAD - MULTIPLE LOCATIONS	LACERATION OR OPEN WOUND NOT INVOLVING TRAUMATIC AMPUTATION	SUPERMARKET TROLLEY AND PORTER'S TROLLEY	BEING TRAPPED BY MOVING MACHINERY OR EQUIPMENT
3/08/2017	ABF Operations	KNEE	TRAUMA TO JOINTS AND LIGAMENTS, UNSPECIFIED	MOTORISED CRAFT	MUSCU STRESS WHILE HANDLING OBJS EXCL.LIFT,CARRY,PUTTNG DOWN
28/07/2017	ABF Operations	PSYCHOLOGICAL SYSTEM IN GENERAL	ANXIETY/STRESS DISORDER	OTHER ADULTS	WORK RELATED HARASSMENT AND/OR WORKPLACE BULLYING
25/07/2017	ABF Support	PSYCHOLOGICAL SYSTEM IN GENERAL	ANXIETY/DEPRESSION COMBINED	OTHER ADULTS	WORK RELATED HARASSMENT AND/OR WORKPLACE BULLYING
21/07/2017	ABF Operations	PSYCHOLOGICAL SYSTEM IN GENERAL	REACTION TO STRESSORS OTHER, MULTIPLE OR NOT SPECIFIED	OTHER ADULTS	WORK RELATED HARASSMENT AND/OR WORKPLACE BULLYING
17/07/2017	ABF Operations	FOOT	FASCIITIS	AGENCY NOT APPARENT	REPETITIVE MOVEMENT, LOW MUSCLE LOADING
7/07/2017	ABF Operations	PSYCHOLOGICAL SYSTEM IN GENERAL	ANXIETY/STRESS DISORDER	OTHER AGENCIES, NOT ELSEWHERE CLASSIFIED	OTHER AND MULTIPLE MECHANISMS OF INCIDENT
1/07/2017	ABF Operations	LOWER LIMB - UNSPECIFIED LOCATIONS	TRAUMA TO MUSCLES AND TENDONS, NOT ELSEWHERE CLASSIFIED	OTHER HUMAN AGENCY	OTHER AND MULTIPLE MECHANISMS OF INCIDENT
26/06/2017	ABF Operations	CHEST - OTHER AND MULTIPLE	DISEASES OF SKIN AND SUBCUTANEOUS TISSUE, UNSPECIFIED	CRATES, CARTONS, BOXES, CASES, ETC - WOOD	REPETITIVE MOVEMENT, LOW MUSCLE LOADING
22/06/2017	ABF Support	WRIST	SOFT TISSUE INJURIES DUE TO TRAUMA OR UNKNOWN MECHANISMS NEC	OTHER EQUIPMENT	HITTING STATIONARY OBJECTS
21/06/2017	ABF Operations	THUMB	OTHER FRACTURES, NOT ELSEWHERE CLASSIFIED	OTHER AND UNSPECIFIED PERSONS	BEING HIT BY A PERSON ACCIDENTALLY
18/06/2017	ABF Operations	HAND	LACERATION OR OPEN WOUND NOT INVOLVING TRAUMATIC AMPUTATION	OTHER AND UNSPECIFIED KNIVES	CONTACT WITH COLD OBJECTS
14/06/2017	ABF Support	ELBOW	EPICONDYLITIS	BAGGAGE AND LUGGAGE	MUSCU STRESS WHILE HANDLING OBJS EXCL.LIFT,CARRY,PUTTNG DOWN
12/06/2017	ABF Operations	SHOULDER	MUSCLE/TENDON STRAIN (NON TRAUMATIC)	WORK TOPS	REPETITIVE MOVEMENT, LOW MUSCLE LOADING
12/06/2017	ABF Operations	ANKLE	OTHER FRACTURES, NOT ELSEWHERE CLASSIFIED	EXTERNAL STEPS AND STAIRWAYS	FALLS ON THE SAME LEVEL
8/06/2017	ABF Operations	KNEE	TRAUMATIC TEARING AWAY PART MUSCLE/TENDON STRUCTURE,AVULSION	OTHER AGENCIES, NOT ELSEWHERE CLASSIFIED	FALLS FROM A HEIGHT
1/06/2017	ABF Operations	KNEE	TRAUMA TO JOINTS AND LIGAMENTS, UNSPECIFIED	OTHER AND UNSPECIFIED STEPS AND STAIRWAYS	FALLS FROM A HEIGHT
1/06/2017	ABF Operations	BACK - OTHER AND MULTIPLE	TRAUMA TO MUSCLES AND TENDONS, NOT ELSEWHERE CLASSIFIED	OTHER AGENCIES, NOT ELSEWHERE CLASSIFIED	MUSCULAR STRESS WITH NO OBJECTS BEING HANDLED
24/05/2017	ABF Operations	SHOULDER	DISLOCATION	INTERNAL BUILDING STRUCTURES	HITTING STATIONARY OBJECTS
18/05/2017	ABF Support	KNEE	TRAUMA TO JOINTS AND LIGAMENTS, NOT ELSEWHERE CLASSIFIED	AGENCY NOT APPARENT	STEPPING, KNEELING OR SITTING ON OBJECTS
18/05/2017	ABF Support	UPPER LIMB - MULTIPLE LOCATIONS	DISEASES OF MUSCLE, TENDON AND RELATED TISSUE NEC	COMPUTERS AND KEYBOARDS	REPETITIVE MOVEMENT, LOW MUSCLE LOADING
15/05/2017	ABF Operations	PSYCHOLOGICAL SYSTEM IN GENERAL	ANXIETY/DEPRESSION COMBINED	OTHER AGENCIES, NOT ELSEWHERE CLASSIFIED	WORK PRESSURE
2/05/2017	ABF Operations	FOOT	TRAUMA TO MUSCLES AND TENDONS, NOT ELSEWHERE CLASSIFIED	OTHER AGENCIES, NOT ELSEWHERE CLASSIFIED	MUSCULAR STRESS WITH NO OBJECTS BEING HANDLED
2/05/2017	ABF Operations	NECK BONES, MUSCLES AND TENDONS	TRAUMA TO MUSCLES	OTHER ADULTS	MUSCULAR STRESS WITH NO OBJECTS BEING HANDLED
1/05/2017	ABF Operations	SHOULDER	TRAUMA TO JOINTS AND LIGAMENTS, UNSPECIFIED	CRATES, CARTONS, BOXES, CASES, DRUMS, KEGS, BARRELS	MUSCULAR STRESS WHILE LIFTING,CARRYING,PUTTING DOWN OBJECTS
26/04/2017	ABF Operations	SHOULDER	OCCUPATIONAL OVERUSE SYNDROME	OTHER ELECTRONIC EQUIPMENT	REPETITIVE MOVEMENT, LOW MUSCLE LOADING
24/04/2017	ABF Operations	SHOULDER	BURSITIS	OTHER EQUIPMENT	REPETITIVE MOVEMENT, LOW MUSCLE LOADING
22/04/2017	ABF Operations	SHOULDER	MUSCLE/TENDON STRAIN (NON TRAUMATIC)	CRATES, CARTONS, BOXES, CASES, ETC - CARDBOARD	REPETITIVE MOVEMENT, LOW MUSCLE LOADING
20/04/2017	ABF Support	PSYCHOLOGICAL SYSTEM IN GENERAL	DEPRESSION	OTHER ADULTS	WORK RELATED HARASSMENT AND/OR WORKPLACE BULLYING
16/04/2017	ABF Support	CHEST - OTHER AND MULTIPLE	TRAUMA TO MUSCLES AND TENDONS, NOT ELSEWHERE CLASSIFIED	MOTORISED CRAFT	BEING TRAPPED BY MOVING MACHINERY OR EQUIPMENT
14/04/2017	ABF Operations	UPPER ARM	TRAUMA TO MUSCLES AND TENDONS, NOT ELSEWHERE CLASSIFIED	OTHER AND UNSPECIFIED FURNITURE AND FITTINGS	FALLS ON THE SAME LEVEL
12/04/2017	ABF Operations	WRIST	CARPAL TUNNEL SYNDROME	COMPUTERS AND KEYBOARDS	REPETITIVE MOVEMENT, LOW MUSCLE LOADING
11/04/2017	ABF Operations	NECK BONES, MUSCLES AND TENDONS	TRAUMA TO JOINTS AND LIGAMENTS, NOT ELSEWHERE CLASSIFIED	OTHER AND UNSPECIFIED CARS, STATION WAGONS, VANS, UTILITIES	BEING HIT BY MOVING OBJECTS
10/04/2017	ABF Operations	RESPIRATORY SYSTEM IN GENERAL	OTHER RESPIRATORY CONDITIONS DUE TO SUBSTANCES	OTHER AND UNSPECIFIED DUST	EXPOSURE TO OTHER AND UNSPECIFIED ENVIRONMENTAL FACTORS
10/04/2017	ABF Operations	LOWER BACK	DISC DISPLACEMENT, PROLAPSE, DEGENERATION OR HERNIA	OTHER ADULTS	MUSCULAR STRESS WITH NO OBJECTS BEING HANDLED
8/04/2017	ABF Operations	KNEE	TRAUMA TO JOINTS AND LIGAMENTS, NOT ELSEWHERE CLASSIFIED	FREIGHT, CARGO, STOCK UNSPECIFIED	STEPPING, KNEELING OR SITTING ON OBJECTS
7/04/2017	ABF Support	UPPER BACK	DISEASES OF MUSCLE, TENDON AND RELATED TISSUE NEC	OTHER FOUR-LEGGED ANIMALS	MUSCU STRESS WHILE HANDLING OBJS EXCL.LIFT,CARRY,PUTTNG DOWN
3/04/2017	ABF Operations	KNEE	TRAUMA TO MUSCLES AND TENDONS, NOT ELSEWHERE CLASSIFIED	OTHER AGENCIES, NOT ELSEWHERE CLASSIFIED	MUSCULAR STRESS WITH NO OBJECTS BEING HANDLED
1/04/2017	ABF Operations	PSYCHOLOGICAL SYSTEM IN GENERAL	ANXIETY/DEPRESSION COMBINED	OTHER ADULTS	WORK RELATED HARASSMENT AND/OR WORKPLACE BULLYING
31/03/2017	ABF Support	WRIST	DISEASES OF MUSCLE, TENDON AND RELATED TISSUE NEC	COMPUTERS AND KEYBOARDS	REPETITIVE MOVEMENT, LOW MUSCLE LOADING
31/03/2017	ABF Operations	PSYCHOLOGICAL SYSTEM IN GENERAL	MENTAL DISEASES UNSPECIFIED	OTHER ADULTS	OTHER MENTAL STRESS FACTORS
30/03/2017	ABF Operations	HIP	MUSCLE/TENDON STRAIN (NON TRAUMATIC)	AGENCY NOT KNOWN	MUSCULAR STRESS WITH NO OBJECTS BEING HANDLED
28/03/2017	ABF Support	FOOT	FASCIITIS	AGENCY NOT APPARENT	REPETITIVE MOVEMENT, LOW MUSCLE LOADING
24/03/2017	ABF Operations	LOWER LEG	TRAUMA TO MUSCLES	OTHER HUMAN AGENCY	MUSCULAR STRESS WITH NO OBJECTS BEING HANDLED
21/03/2017	ABF Operations	CHEST - UNSPECIFIED	CONTUSION, BRUISING AND SUPERFICIAL CRUSHING	OTHER ADULTS	MUSCULAR STRESS WITH NO OBJECTS BEING HANDLED
19/03/2017	ABF Operations	FOREARM	TRAUMA TO MUSCLES AND TENDONS, NOT ELSEWHERE CLASSIFIED	BAGGAGE AND LUGGAGE	MUSCULAR STRESS WHILE LIFTING,CARRYING,PUTTING DOWN OBJECTS
17/03/2017	ABF Operations	UPPER LIMB - MULTIPLE LOCATIONS	COMPLEX REGIONAL PAIN SYNDROME	COMPUTERS AND KEYBOARDS	REPETITIVE MOVEMENT, LOW MUSCLE LOADING
13/03/2017	ABF Operations	PSYCHOLOGICAL SYSTEM IN GENERAL	ANXIETY/DEPRESSION COMBINED	OTHER ADULTS	WORK RELATED HARASSMENT AND/OR WORKPLACE BULLYING
13/03/2017	ABF Operations	UPPER BACK	BACK PAIN, LUMBAGO, AND SCIATICA	FREIGHT, CARGO, STOCK UNSPECIFIED	MUSCU STRESS WHILE HANDLING OBJS EXCL.LIFT,CARRY,PUTTNG DOWN
12/03/2017	ABF Operations	PSYCHOLOGICAL SYSTEM IN GENERAL	ANXIETY/STRESS DISORDER	OTHER AGENCIES, NOT ELSEWHERE CLASSIFIED	WORK PRESSURE
9/03/2017	ABF Operations	RIBS	OTHER FRACTURES, NOT ELSEWHERE CLASSIFIED	OTHER INTERNAL TRAFFIC AND FLOOR AREAS	FALLS ON THE SAME LEVEL
9/03/2017	ABF Operations	HAND, FINGERS AND THUMB - OTHER AND MULTIPLE	OCCUPATIONAL OVERUSE SYNDROME	OTHER AGENCIES, NOT ELSEWHERE CLASSIFIED	OTHER AND MULTIPLE MECHANISMS OF INCIDENT
8/03/2017	ABF Operations	WRIST	OTHER FRACTURES, NOT ELSEWHERE CLASSIFIED	OTHER INTERNAL TRAFFIC AND FLOOR AREAS	FALLS ON THE SAME LEVEL
8/03/2017	ABF Operations	PSYCHOLOGICAL SYSTEM IN GENERAL	REACTION TO STRESSORS OTHER, MULTIPLE OR NOT SPECIFIED	OTHER HUMAN AGENCY	WORK PRESSURE
8/03/2017	ABF Operations	ABDOMINAL MUSCLES AND TENDONS	HERNIAS	OTHER EQUIPMENT	MUSCU STRESS WHILE HANDLING OBJS EXCL.LIFT,CARRY,PUTTNG DOWN
7/03/2017	ABF Operations	SHOULDER	DISLOCATION	OTHER ADULTS	MUSCULAR STRESS WITH NO OBJECTS BEING HANDLED
6/03/2017	ABF Operations	HAND	LACERATION OR OPEN WOUND NOT INVOLVING TRAUMATIC AMPUTATION	DOGS	BEING BITTEN BY AN ANIMAL
27/02/2017	ABF Operations	SHOULDER	TRAUMA TO MUSCLES AND TENDONS, NOT ELSEWHERE CLASSIFIED	BAGGAGE AND LUGGAGE	MUSCULAR STRESS WHILE LIFTING,CARRYING,PUTTING DOWN OBJECTS
22/02/2017	ABF Operations	WRIST	OTHER FRACTURES, NOT ELSEWHERE CLASSIFIED	ROADS, PATHS - PAVED	FALLS ON THE SAME LEVEL
22/02/2017	ABF Operations	NECK BONES, MUSCLES AND TENDONS	DISEASES OF MUSCLE, TENDON AND RELATED TISSUE NEC	COMPUTERS AND KEYBOARDS	REPETITIVE MOVEMENT, LOW MUSCLE LOADING
16/02/2017	ABF Operations	BACK - OTHER AND MULTIPLE	TRAUMA TO MUSCLES AND TENDONS, NOT ELSEWHERE CLASSIFIED	OTHER ADULTS	BEING ASSAULTED BY A PERSON OR PERSONS
16/02/2017	ABF Support	LOWER BACK	DISC DISPLACEMENT, PROLAPSE, DEGENERATION OR HERNIA	OTHER AGENCIES, NOT ELSEWHERE CLASSIFIED	UNSPECIFIED MECHANISMS OF INCIDENT
15/02/2017	ABF Support	SHOULDER	OCCUPATIONAL OVERUSE SYNDROME	OTHER ADULTS	BEING HIT BY A PERSON ACCIDENTALLY
14/02/2017	ABF Operations	NECK AND SHOULDER	SOFT TISS' DIS'ES FROM NON-TRAUMATIC CAUSES NOT CODED	AGENCY NOT APPARENT	MUSCU STRESS WHILE HANDLING OBJS EXCL.LIFT,CARRY,PUTTNG DOWN
7/02/2017	ABF Operations	LOWER LEG	TRAUMATIC TEARING AWAY PART MUSCLE/TENDON STRUCTURE,AVULSION	AGENCY NOT APPARENT	MUSCULAR STRESS WITH NO OBJECTS BEING HANDLED
1/02/2017	ABF Operations	KNEE	TRAUMA TO JOINTS AND LIGAMENTS, NOT ELSEWHERE CLASSIFIED	OTHER AGENCIES, NOT ELSEWHERE CLASSIFIED	FALLS ON THE SAME LEVEL
29/01/2017	ABF Operations	LOWER BACK	TRAUMA TO MUSCLES	SPORTING EQUIPMENT	MUSCU STRESS WHILE HANDLING OBJS EXCL.LIFT,CARRY,PUTTNG DOWN

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22/01/2017	ABF Support	THUMB	SOFT TISSUE INJURIES DUE TO TRAUMA OR UNKNOWN MECHANISMS NEC	DOORS	BEING TRAPPED BETWEEN STATIONARY AND MOVING OBJECTS
19/01/2017	ABF Operations	NOSE	FRACTURED SKULL AND FACIAL BONES	OTHER ADULTS	BEING HIT BY A PERSON ACCIDENTALLY
17/01/2017	ABF Support	SHOULDER	TRAUMA TO MUSCLES AND TENDONS, NOT ELSEWHERE CLASSIFIED	EXTERNAL STEPS AND STAIRWAYS	FALLS FROM A HEIGHT
28/12/2016	ABF Operations	UNSPECIFIED LOCATIONS	MEDICAL SHARP/NEEDLE-STICK PUNCTURE	NEEDLES	HITTING STATIONARY OBJECTS
24/12/2016	ABF Support	LOWER BACK	BACK PAIN, LUMBAGO, AND SCIATICA	OTHER AND UNSPECIFIED PERSONS	BEING ASSAULTED BY A PERSON OR PERSONS
21/12/2016	ABF Operations	SHOULDER	TRAUMA TO MUSCLES AND TENDONS, NOT ELSEWHERE CLASSIFIED	OTHER AND UNSPECIFIED PERSONS	BEING HIT BY A PERSON ACCIDENTALLY
16/12/2016	ABF Operations	KNEE	TRAUMA TO JOINTS AND LIGAMENTS, UNSPECIFIED	EXTERNAL STEPS AND STAIRWAYS	FALLS FROM A HEIGHT
13/12/2016	ABF Support	PSYCHOLOGICAL SYSTEM IN GENERAL	POST-TRAUMATIC STRESS DISORDER	OTHER AGENCIES, NOT ELSEWHERE CLASSIFIED	WORK PRESSURE
13/12/2016	ABF Operations	SHOULDER	DISLOCATION	OTHER AND UNSPECIFIED INDOOR ENVIRONMENT	BEING ASSAULTED BY A PERSON OR PERSONS
12/12/2016	ABF Support	LOWER BACK	BACK PAIN, LUMBAGO, AND SCIATICA	SPORTING EQUIPMENT	MUSCULAR STRESS WHILE LIFTING,CARRYING,PUTTING DOWN OBJECTS
7/12/2016	ABF Operations	NECK BONES, MUSCLES AND TENDONS	NECK PAIN, CERVICALGIA	OTHER HUMAN AGENCY	REPETITIVE MOVEMENT, LOW MUSCLE LOADING
1/12/2016	ABF Support	LOWER BACK	TRAUMA TO MUSCLES AND TENDONS, UNSPECIFIED	OTHER EQUIPMENT	MUSCULAR STRESS WHILE LIFTING,CARRYING,PUTTING DOWN OBJECTS
22/11/2016	ABF Support	PSYCHOLOGICAL SYSTEM IN GENERAL	ANXIETY/STRESS DISORDER	OTHER AGENCIES, NOT ELSEWHERE CLASSIFIED	WORK PRESSURE
21/11/2016	ABF Operations	NOSE	FRACTURED SKULL AND FACIAL BONES	HANRAILS AND BANISTERS	HITTING MOVING OBJECTS
17/11/2016	ABF Operations	SHOULDER	DISLOCATION	OTHER ADULTS	BEING HIT BY A PERSON ACCIDENTALLY
17/11/2016	ABF Operations	LOWER LEG	SOFT TISSUE INJURIES DUE TO TRAUMA OR UNKNOWN MECHANISMS NEC	OTHER AGENCIES, NOT ELSEWHERE CLASSIFIED	MUSCULAR STRESS WITH NO OBJECTS BEING HANDLED
10/11/2016	ABF Operations	LOWER BACK	DISC DISPLACEMENT, PROLAPSE, DEGENERATION OR HERNIA	CRATES, CARTONS, BOXES, CASES, ETC - WOOD	MUSCULAR STRESS WHILE LIFTING,CARRYING,PUTTING DOWN OBJECTS
8/11/2016	ABF Operations	LOWER LEG	TRAUMA TO TENDON	OTHER AGENCIES, NOT ELSEWHERE CLASSIFIED	MUSCULAR STRESS WITH NO OBJECTS BEING HANDLED
7/11/2016	ABF Operations	PSYCHOLOGICAL SYSTEM IN GENERAL	REACTION TO STRESSORS OTHER, MULTIPLE OR NOT SPECIFIED	NON-PHYSICAL AGENCIES	EXPOSURE TO WORKPLACE OR OCCUPATIONAL VIOLENCE
6/11/2016	ABF Operations	KNEE	TRAUMA TO TENDON	STEP LADDERS	FALLS FROM A HEIGHT
4/11/2016	ABF Operations	UNSPECIFIED LOCATIONS	EXPOSURE TO SUBSTANCES W/OUT CURR INJURY OR DISEASE APPARENT	BIOLOGICAL AGENCIES	CONTACT WITH/EXPOSURE TO BIOLOGICAL FACTORS - UNKNOWN ORIGIN
3/11/2016	ABF Operations	THUMB	GANGLION, TRIGGER FINGER, DUPUYTREN'S CONTRACTURE	COMPUTERS AND KEYBOARDS	REPETITIVE MOVEMENT, LOW MUSCLE LOADING
3/11/2016	ABF Support	ANKLE	SOFT TISSUE INJURIES DUE TO TRAUMA OR UNKNOWN MECHANISMS NEC	OTHER INTERNAL TRAFFIC AND FLOOR AREAS	FALLS ON THE SAME LEVEL
1/11/2016	ABF Operations	KNEE	SOFT TISSUE INJURIES DUE TO TRAUMA OR UNKNOWN MECHANISMS NEC	MOTORISED CRAFT	FALLS FROM A HEIGHT
31/10/2016	ABF Operations	ELBOW	EPICONDYLITIS	WEAPONS	REPETITIVE MOVEMENT, LOW MUSCLE LOADING
27/10/2016	ABF Operations	KNEE	DISLOCATION	OTHER WATER TRANSPORT	FALLS FROM A HEIGHT
26/10/2016	ABF Operations	PSYCHOLOGICAL SYSTEM IN GENERAL	ANXIETY/DEPRESSION COMBINED	OTHER ADULTS	WORK RELATED HARASSMENT AND/OR WORKPLACE BULLYING
21/10/2016	ABF Support	LOWER BACK	MUSCLE/TENDON STRAIN (NON TRAUMATIC)	CRATES, CARTONS, BOXES, CASES, ETC - METAL	MUSCU STRESS WHILE HANDLING OBJS EXCL.LIFT,CARRY,PUTTING DOWN
19/10/2016	ABF Operations	FINGERS	TRAUMA TO TENDON	WEAPONS	MUSCU STRESS WHILE HANDLING OBJS EXCL.LIFT,CARRY,PUTTING DOWN
19/10/2016	ABF Operations	UPPER BACK	SOFT TISSUE INJURIES DUE TO TRAUMA OR UNKNOWN MECHANISMS NEC	AGENCY NOT KNOWN	MUSCULAR STRESS WHILE LIFTING,CARRYING,PUTTING DOWN OBJECTS
18/10/2016	ABF Support	ELBOW	OTHER FRACTURES, NOT ELSEWHERE CLASSIFIED	ROADS, PATHS - PAVED	FALLS ON THE SAME LEVEL
17/10/2016	ABF Operations	LOWER BACK	TRAUMA TO MUSCLES	SEATING FURNITURE	STEPPING, KNEELING OR SITTING ON OBJECTS
16/10/2016	ABF Support	HIP	BURSITIS	MOTORISED CRAFT	REPETITIVE MOVEMENT, LOW MUSCLE LOADING
15/10/2016	ABF Operations	UPPER ARM	OTHER FRACTURES, NOT ELSEWHERE CLASSIFIED	SPORTING EQUIPMENT	FALLS FROM A HEIGHT
10/10/2016	ABF Operations	SHOULDER	JOINT AND OTHER ARTICULAR CARTILAGE DISEASES NEC	OTHER AGENCIES, NOT ELSEWHERE CLASSIFIED	REPETITIVE MOVEMENT, LOW MUSCLE LOADING
9/10/2016	ABF Operations	FOOT	OTHER FRACTURES, NOT ELSEWHERE CLASSIFIED	MOTORISED CRAFT	BEING HIT BY MOVING OBJECTS
3/10/2016	ABF Operations	SHOULDER	BURSITIS	WEAPONS	REPETITIVE MOVEMENT, LOW MUSCLE LOADING
29/09/2016	ABF Support	EYE - UNSPECIFIED	OTHER SPECIFIED INJURIES, NOT ELSEWHERE CLASSIFIED	OTHER AGENCIES, NOT ELSEWHERE CLASSIFIED	SINGLE CONTACT WITH CHEMICAL OR SUBSTANCE
25/09/2016	ABF Operations	LOWER LEG	VENOUS THROMBOEMBOLISM	OTHER AGENCIES, NOT ELSEWHERE CLASSIFIED	BEING HIT BY A PERSON ACCIDENTALLY
19/09/2016	ABF Operations	KNEE	SOFT TISSUE INJURIES DUE TO TRAUMA OR UNKNOWN MECHANISMS NEC	OTHER ADULTS	FALLS ON THE SAME LEVEL
19/09/2016	ABF Operations	HEAD AND NECK	TRAUMA TO JOINTS AND LIGAMENTS, NOT ELSEWHERE CLASSIFIED	AGENCY NOT KNOWN	FALLS ON THE SAME LEVEL
15/09/2016	ABF Operations	SHOULDER	DISEASES OF MUSCLE, TENDON AND RELATED TISSUE NEC	OTHER HUMAN AGENCY	REPETITIVE MOVEMENT, LOW MUSCLE LOADING
15/09/2016	ABF Operations	LOWER LIMB - MULTIPLE LOCATIONS	SOFT TISS' DIS'ES FROM NON-TRAUMATIC CAUSES NOT CODED	SPORTING EQUIPMENT	STEPPING, KNEELING OR SITTING ON OBJECTS
13/09/2016	ABF Operations	UPPER LEG	TRAUMATIC TEARING AWAY PART MUSCLE/TENDON STRUCTURE,AVULSION	AGENCY NOT APPARENT	MUSCULAR STRESS WITH NO OBJECTS BEING HANDLED
11/09/2016	ABF Operations	SHOULDER	BURSITIS	STATIONERY AND PAPER PRODUCTS	REPETITIVE MOVEMENT, LOW MUSCLE LOADING
8/09/2016	ABF Operations	LOWER BACK	CONTUSION, BRUISING AND SUPERFICIAL CRUSHING	OTHER ADULTS	BEING HIT BY A PERSON ACCIDENTALLY
7/09/2016	ABF Operations	BACK - UNSPECIFIED	TRAUMA TO MUSCLES AND TENDONS, UNSPECIFIED	BAGGAGE AND LUGGAGE	MUSCULAR STRESS WHILE LIFTING,CARRYING,PUTTING DOWN OBJECTS
4/09/2016	ABF Operations	FINGERS	LACERATION OR OPEN WOUND NOT INVOLVING TRAUMATIC AMPUTATION	OTHER AND UNSPECIFIED KILNS, INDUSTRIAL OVENS, NOT FOOD	HITTING STATIONARY OBJECTS
1/09/2016	ABF Operations	WRIST	SOFT TISSUE INJURIES DUE TO TRAUMA OR UNKNOWN MECHANISMS NEC	OTHER EQUIPMENT	FALLS ON THE SAME LEVEL
30/08/2016	ABF Operations	KNEE	TRAUMATIC TEARING AWAY PART MUSCLE/TENDON STRUCTURE,AVULSION	OTHER AND UNSPECIFIED FURNITURE AND FITTINGS	MUSCULAR STRESS WITH NO OBJECTS BEING HANDLED
30/08/2016	ABF Operations	NECK BONES, MUSCLES AND TENDONS	SOFT TISS' DIS'ES FROM NON-TRAUMATIC CAUSES NOT CODED	AGENCY NOT KNOWN	MUSCULAR STRESS WITH NO OBJECTS BEING HANDLED
25/08/2016	ABF Operations	RIBS	SOFT TISSUE INJURIES DUE TO TRAUMA OR UNKNOWN MECHANISMS NEC	BAGGAGE AND LUGGAGE	MUSCULAR STRESS WHILE LIFTING,CARRYING,PUTTING DOWN OBJECTS
24/08/2016	ABF Operations	EYE - OTHER AND MULTIPLE	LACERATION OR OPEN WOUND NOT INVOLVING TRAUMATIC AMPUTATION	OTHER AND UNSPECIFIED CARS, STATION WAGONS, VANS, UTILITIES	VEHICLE ACCIDENT
24/08/2016	ABF Operations	PSYCHOLOGICAL SYSTEM IN GENERAL	ANXIETY/STRESS DISORDER	OTHER AGENCIES, NOT ELSEWHERE CLASSIFIED	OTHER MENTAL STRESS FACTORS
23/08/2016	ABF Operations	FACE, NOT ELSEWHERE CLASSIFIED	FRACTURED SKULL AND FACIAL BONES	DOGS	BEING HIT BY AN ANIMAL
23/08/2016	ABF Operations	KNEE	SOFT TISSUE INJURIES DUE TO TRAUMA OR UNKNOWN MECHANISMS NEC	AGENCY NOT APPARENT	MUSCULAR STRESS WITH NO OBJECTS BEING HANDLED
22/08/2016	ABF Operations	ELBOW	EPICONDYLITIS	BAGGAGE AND LUGGAGE	MUSCULAR STRESS WHILE LIFTING,CARRYING,PUTTING DOWN OBJECTS
18/08/2016	ABF Operations	SHOULDER	DISLOCATION	OTHER ADULTS	CONTACT WITH/EXPOSURE TO BIOLOGICAL FACTORS OF HUMAN ORIGIN
18/08/2016	ABF Support	SHOULDER	SOFT TISSUE INJURIES DUE TO TRAUMA OR UNKNOWN MECHANISMS NEC	OTHER AND UNSPECIFIED STEPS AND STAIRWAYS	FALLS FROM A HEIGHT
12/08/2016	ABF Operations	KNEE	MUSCLE/TENDON STRAIN (NON TRAUMATIC)	AGENCY NOT APPARENT	REPETITIVE MOVEMENT, LOW MUSCLE LOADING
11/08/2016	ABF Operations	KNEE	CONTUSION, BRUISING AND SUPERFICIAL CRUSHING	OTHER ADULTS	FALLS FROM A HEIGHT
9/08/2016	ABF Support	KNEE	SOFT TISSUE INJURIES DUE TO TRAUMA OR UNKNOWN MECHANISMS NEC	AGENCY NOT APPARENT	FALLS FROM A HEIGHT
5/08/2016	ABF Operations	PSYCHOLOGICAL SYSTEM IN GENERAL	REACTION TO STRESSORS OTHER, MULTIPLE OR NOT SPECIFIED	OTHER ADULTS	WORK RELATED HARASSMENT AND/OR WORKPLACE BULLYING
3/08/2016	ABF Operations	OTHER SPECIFIED MULTIPLE LOCATIONS	MUSCLE/TENDON STRAIN (NON TRAUMATIC)	OTHER AGENCIES, NOT ELSEWHERE CLASSIFIED	REPETITIVE MOVEMENT, LOW MUSCLE LOADING
3/08/2016	ABF Support	FOREARM	CONTUSION, BRUISING AND SUPERFICIAL CRUSHING	CABINETS, CUPBOARDS, WARDROBES	HITTING STATIONARY OBJECTS
2/08/2016	ABF Operations	WRIST	MUSCLE/TENDON STRAIN (NON TRAUMATIC)	OTHER EQUIPMENT	REPETITIVE MOVEMENT, LOW MUSCLE LOADING
1/08/2016	ABF Operations	ELBOW	SOFT TISS' DIS'ES FROM NON-TRAUMATIC CAUSES NOT CODED	OTHER EQUIPMENT	REPETITIVE MOVEMENT, LOW MUSCLE LOADING
28/07/2016	ABF Operations	LOWER BACK	DISC DISPLACEMENT, PROLAPSE, DEGENERATION OR HERNIA	LIFTING GEAR	FALLS FROM A HEIGHT
28/07/2016	ABF Support	ELBOW	EPICONDYLITIS	COMPUTERS AND KEYBOARDS	REPETITIVE MOVEMENT, LOW MUSCLE LOADING
27/07/2016	ABF Operations	PSYCHOLOGICAL SYSTEM IN GENERAL	OTHER MENTAL DISEASES, NOT ELSEWHERE CLASSIFIED	NON-PHYSICAL AGENCIES	OTHER MENTAL STRESS FACTORS
27/07/2016	ABF Operations	WRIST	SOFT TISSUE INJURIES DUE TO TRAUMA OR UNKNOWN MECHANISMS NEC	EXTERNAL STEPS AND STAIRWAYS	STEPPING, KNEELING OR SITTING ON OBJECTS
26/07/2016	ABF Operations	FOOT	SOFT TISS' DIS'ES FROM NON-TRAUMATIC CAUSES NOT CODED	OTHER AGENCIES, NOT ELSEWHERE CLASSIFIED	REPETITIVE MOVEMENT, LOW MUSCLE LOADING
22/07/2016	ABF Support	SHOULDER	BURSITIS	FOOD PREPARATION KNIVES	REPETITIVE MOVEMENT, LOW MUSCLE LOADING
22/07/2016	ABF Operations	LOWER BACK	CONTUSION, BRUISING AND SUPERFICIAL CRUSHING	WET, OILY OR ICY OTHER INTERNAL TRAFFIC AND FLOOR AREAS	FALLS ON THE SAME LEVEL
16/07/2016	ABF Operations	HAND	SOFT TISSUE INJURIES DUE TO TRAUMA OR UNKNOWN MECHANISMS NEC	OTHER AND UNSPECIFIED MEDICAL EQUIPMENT	MUSCU STRESS WHILE HANDLING OBJS EXCL.LIFT,CARRY,PUTTING DOWN
15/07/2016	ABF Operations	LOWER BACK	SOFT TISSUE INJURIES DUE TO TRAUMA OR UNKNOWN MECHANISMS NEC	OTHER ADULTS	BEING HIT BY A PERSON ACCIDENTALLY
15/07/2016	ABF Operations	PSYCHOLOGICAL SYSTEM IN GENERAL	ANXIETY/DEPRESSION COMBINED	OTHER ADULTS	WORK RELATED HARASSMENT AND/OR WORKPLACE BULLYING

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14/07/2016	ABF Operations	LOWER LEG	TRAUMA TO TENDON	AGENCY NOT APPARENT	MUSCULAR STRESS WITH NO OBJECTS BEING HANDLED
12/07/2016	Office of the ABF Commissioner	PSYCHOLOGICAL SYSTEM IN GENERAL	POST-TRAUMATIC STRESS DISORDER	OTHER AGENCIES, NOT ELSEWHERE CLASSIFIED	OTHER MENTAL STRESS FACTORS
6/07/2016	ABF Operations	TOOTH/TEETH	FRACTURED SKULL AND FACIAL BONES	FOOD	HITTING STATIONARY OBJECTS
5/07/2016	ABF Support	ANKLE	TRAUMA TO JOINTS AND LIGAMENTS, UNSPECIFIED	UNEVEN GROUND SURFACES, GRASS OR OTHERWISE	MUSCULAR STRESS WITH NO OBJECTS BEING HANDLED
5/07/2016	ABF Operations	ELBOW	DISEASES OF MUSCLE, TENDON AND RELATED TISSUE NEC	OTHER AGENCIES, NOT ELSEWHERE CLASSIFIED	REPETITIVE MOVEMENT, LOW MUSCLE LOADING
4/07/2016	ABF Operations	THUMB	SOFT TISSUE INJURIES DUE TO TRAUMA OR UNKNOWN MECHANISMS NEC	OTHER ADULTS	BEING HIT BY A PERSON ACCIDENTALLY
23/06/2016	ABF Operations	FINGERS	TRAUMA TO MUSCLES AND TENDONS, NOT ELSEWHERE CLASSIFIED	BAGGAGE AND LUGGAGE	MUSCULAR STRESS WHILE LIFTING,CARRYING,PUTTING DOWN OBJECTS
23/06/2016	ABF Operations	KNEE	TRAUMATIC TEARING AWAY PART MUSCLE/TENDON STRUCTURE,AVULSION	AGENCY NOT APPARENT	MUSCULAR STRESS WITH NO OBJECTS BEING HANDLED
22/06/2016	ABF Operations	PSYCHOLOGICAL SYSTEM IN GENERAL	DEPRESSION	OTHER ADULTS	OTHER HARASSMENT
21/06/2016	ABF Operations	KNEE	SOFT TISSUE INJURIES DUE TO TRAUMA OR UNKNOWN MECHANISMS NEC	OTHER AGENCIES, NOT ELSEWHERE CLASSIFIED	MUSCULAR STRESS WITH NO OBJECTS BEING HANDLED
21/06/2016	ABF Operations	KNEE	SOFT TISS' DIS'ES FROM NON-TRAUMATIC CAUSES NOT CODED	SPORTING EQUIPMENT	REPETITIVE MOVEMENT, LOW MUSCLE LOADING
20/06/2016	ABF Support	TOOTH/TEETH	FRACTURED SKULL AND FACIAL BONES	SPORTING EQUIPMENT	BEING HIT BY MOVING OBJECTS
19/06/2016	ABF Operations	LOWER BACK	TRAUMA TO MUSCLES AND TENDONS, NOT ELSEWHERE CLASSIFIED	BAGGAGE AND LUGGAGE	MUSCULAR STRESS WHILE LIFTING,CARRYING,PUTTING DOWN OBJECTS
9/06/2016	ABF Operations	FINGERS	OTHER FRACTURES, NOT ELSEWHERE CLASSIFIED	DOORS	BEING TRAPPED BETWEEN STATIONARY AND MOVING OBJECTS
7/06/2016	ABF Operations	KNEE	SOFT TISSUE INJURIES DUE TO TRAUMA OR UNKNOWN MECHANISMS NEC	OTHER AGENCIES, NOT ELSEWHERE CLASSIFIED	HITTING STATIONARY OBJECTS
7/06/2016	ABF Support	KNEE	MENISCUS DEGENERATE/DETACHED/RETAINED/CHRONIC TEAR	OTHER INTERNAL TRAFFIC AND FLOOR AREAS	HITTING STATIONARY OBJECTS
6/06/2016	ABF Operations	PSYCHOLOGICAL SYSTEM IN GENERAL	REACTION TO STRESSORS OTHER, MULTIPLE OR NOT SPECIFIED	NON-PHYSICAL AGENCIES	WORK PRESSURE
6/06/2016	ABF Operations	EYE - OTHER AND MULTIPLE	LACERATION OR OPEN WOUND NOT INVOLVING TRAUMATIC AMPUTATION	CABLES AND BELTS	HITTING MOVING OBJECTS
5/06/2016	ABF Operations	LOWER BACK	TRAUMA TO MUSCLES AND TENDONS, UNSPECIFIED	PERSONAL PROTECTIVE EQUIPMENT	MUSCULAR STRESS WHILE LIFTING,CARRYING,PUTTING DOWN OBJECTS
2/06/2016	ABF Operations	KNEE	TRAUMATIC TEARING AWAY PART MUSCLE/TENDON STRUCTURE,AVULSION	OTHER AGENCIES, NOT ELSEWHERE CLASSIFIED	BEING ASSAULTED BY A PERSON OR PERSONS
1/06/2016	ABF Support	NECK AND SHOULDER	TRAUMA TO MUSCLES	WET, OILY OR ICY OTHER INTERNAL TRAFFIC AND FLOOR AREAS	FALLS ON THE SAME LEVEL
31/05/2016	ABF Operations	KNEE	TRAUMA TO MUSCLES AND TENDONS, NOT ELSEWHERE CLASSIFIED	AGENCY NOT APPARENT	MUSCULAR STRESS WITH NO OBJECTS BEING HANDLED
28/05/2016	ABF Operations	TOES	OTHER FRACTURES, NOT ELSEWHERE CLASSIFIED	SAFETY HARNESS	HITTING MOVING OBJECTS
26/05/2016	ABF Operations	FINGERS	SOFT TISSUE INJURIES DUE TO TRAUMA OR UNKNOWN MECHANISMS NEC	CRATES, CARTONS, BOXES, CASES, ETC - WOOD	BEING HIT BY FALLING OBJECTS
23/05/2016	ABF Operations	LOWER BACK	TRAUMA TO MUSCLES AND TENDONS, UNSPECIFIED	SEATING FURNITURE	MUSCULAR STRESS WITH NO OBJECTS BEING HANDLED
20/05/2016	ABF Operations	KNEE	TRAUMA TO MUSCLES AND TENDONS, NOT ELSEWHERE CLASSIFIED	MOTORISED CRAFT	VEHICLE ACCIDENT
19/05/2016	ABF Operations	SHOULDER	TRAUMA TO JOINTS AND LIGAMENTS, UNSPECIFIED	SPORTING EQUIPMENT	MUSCU STRESS WHILE HANDLING OBJS EXCL.LIFT,CARRY,PUTTING DOWN
15/05/2016	ABF Operations	TOOTH/TEETH	OTHER DISEASES, NOT ELSEWHERE CLASSIFIED	AGENCY NOT KNOWN	UNSPECIFIED MECHANISMS OF INCIDENT
12/05/2016	ABF Support	FOREARM	SOFT TISSUE INJURIES DUE TO TRAUMA OR UNKNOWN MECHANISMS NEC	PASSENGER LIFTS	HITTING MOVING OBJECTS
11/05/2016	ABF Operations	ANKLE	OTHER FRACTURES, NOT ELSEWHERE CLASSIFIED	AGENCY NOT APPARENT	STEPPING, KNEELING OR SITTING ON OBJECTS
11/05/2016	ABF Operations	SHOULDER	SOFT TISSUE INJURIES DUE TO TRAUMA OR UNKNOWN MECHANISMS NEC	AGENCY NOT KNOWN	MUSCULAR STRESS WITH NO OBJECTS BEING HANDLED
10/05/2016	ABF Operations	OTHER SPECIFIED MULTIPLE LOCATIONS	SOFT TISSUE INJURIES DUE TO TRAUMA OR UNKNOWN MECHANISMS NEC	AGENCY NOT APPARENT	MUSCULAR STRESS WHILE LIFTING,CARRYING,PUTTING DOWN OBJECTS
6/05/2016	ABF Operations	ANKLE	OTHER FRACTURES, NOT ELSEWHERE CLASSIFIED	UNEVEN GROUND SURFACES, GRASS OR OTHERWISE	FALLS ON THE SAME LEVEL
5/05/2016	ABF Operations	HAND, FINGERS AND THUMB - UNSPECIFIED	OTHER FRACTURES, NOT ELSEWHERE CLASSIFIED	AGENCY NOT APPARENT	FALLS ON THE SAME LEVEL
3/05/2016	ABF Operations	LOWER LEG	TRAUMATIC TEARING AWAY PART MUSCLE/TENDON STRUCTURE,AVULSION	OTHER ADULTS	BEING HIT BY A PERSON ACCIDENTALLY
22/04/2016	ABF Operations	KNEE	TRAUMATIC TEARING AWAY PART MUSCLE/TENDON STRUCTURE,AVULSION	OTHER AND UNSPECIFIED TRAFFIC AND GROUND SURFACES	MUSCULAR STRESS WITH NO OBJECTS BEING HANDLED
19/04/2016	ABF Support	UPPER ARM	OCCUPATIONAL OVERUSE SYNDROME	COMPUTERS AND KEYBOARDS	REPETITIVE MOVEMENT, LOW MUSCLE LOADING
18/04/2016	ABF Support	PSYCHOLOGICAL SYSTEM IN GENERAL	ANXIETY/DEPRESSION COMBINED	OTHER ADULTS	WORK RELATED HARASSMENT AND/OR WORKPLACE BULLYING
17/04/2016	ABF Operations	UPPER LEG	TRAUMATIC TEARING AWAY PART MUSCLE/TENDON STRUCTURE,AVULSION	OTHER AND UNSPECIFIED STEPS AND STAIRWAYS	MUSCULAR STRESS WITH NO OBJECTS BEING HANDLED
13/04/2016	ABF Operations	FOOT	DISEASES OF NERVE ROOTS, PLEXUSES AND SINGLE NERVES	OTHER AGENCIES, NOT ELSEWHERE CLASSIFIED	OTHER AND MULTIPLE MECHANISMS OF INCIDENT
8/04/2016	ABF Operations	HAND	CARPAL TUNNEL SYNDROME	COMPUTERS AND KEYBOARDS	REPETITIVE MOVEMENT, LOW MUSCLE LOADING
7/04/2016	ABF Operations	OTHER SPECIFIED MULTIPLE LOCATIONS	SOFT TISSUE INJURIES DUE TO TRAUMA OR UNKNOWN MECHANISMS NEC	OTHER ADULTS	BEING HIT BY A PERSON ACCIDENTALLY
7/04/2016	ABF Operations	WRIST	SOFT TISSUE INJURIES DUE TO TRAUMA OR UNKNOWN MECHANISMS NEC	CRATES, CARTONS, BOXES, CASES, ETC - CARDBOARD	MUSCU STRESS WHILE HANDLING OBJS EXCL.LIFT,CARRY,PUTTING DOWN
25/03/2016	ABF Operations	ABDOMINAL MUSCLES AND TENDONS	HERNIAS	SPORTING EQUIPMENT	MUSCULAR STRESS WHILE LIFTING,CARRYING,PUTTING DOWN OBJECTS
21/03/2016	ABF Operations	KNEE	TRAUMATIC TEARING AWAY PART MUSCLE/TENDON STRUCTURE,AVULSION	AGENCY NOT APPARENT	REPETITIVE MOVEMENT, LOW MUSCLE LOADING
21/03/2016	ABF Operations	RIBS	CONTUSION, BRUISING AND SUPERFICIAL CRUSHING	OTHER INTERNAL TRAFFIC AND FLOOR AREAS	FALLS ON THE SAME LEVEL
18/03/2016	ABF Operations	KNEE	SOFT TISSUE INJURIES DUE TO TRAUMA OR UNKNOWN MECHANISMS NEC	OTHER AND UNSPECIFIED TRAFFIC AND GROUND SURFACES	FALLS ON THE SAME LEVEL
15/03/2016	ABF Support	PSYCHOLOGICAL SYSTEM IN GENERAL	REACTION TO STRESSORS OTHER, MULTIPLE OR NOT SPECIFIED	OTHER ADULTS	WORK RELATED HARASSMENT AND/OR WORKPLACE BULLYING
15/03/2016	ABF Operations	RIBS	OTHER FRACTURES, NOT ELSEWHERE CLASSIFIED	OTHER ADULTS	BEING HIT BY A PERSON ACCIDENTALLY
14/03/2016	ABF Operations	FINGERS	CONTUSION, BRUISING AND SUPERFICIAL CRUSHING	SPORTING EQUIPMENT	BEING TRAPPED BETWEEN STATIONARY AND MOVING OBJECTS
10/03/2016	ABF Operations	OTHER SPECIFIED MULTIPLE LOCATIONS	TRAUMA TO MUSCLES AND TENDONS, UNSPECIFIED	AGENCY NOT APPARENT	OTHER AND MULTIPLE MECHANISMS OF INCIDENT
9/03/2016	ABF Operations	KNEE	SOFT TISSUE INJURIES DUE TO TRAUMA OR UNKNOWN MECHANISMS NEC	OTHER AND UNSPECIFIED TROLLEYS, HANDCARTS	HITTING STATIONARY OBJECTS
2/03/2016	ABF Operations	ANKLE	TRAUMA TO JOINTS AND LIGAMENTS, UNSPECIFIED	UNEVEN GROUND SURFACES, GRASS OR OTHERWISE	FALLS FROM A HEIGHT
29/02/2016	ABF Operations	LOWER BACK	DISC DISPLACEMENT, PROLAPSE, DEGENERATION OR HERNIA	SEATING FURNITURE	STEPPING, KNEELING OR SITTING ON OBJECTS
28/02/2016	ABF Operations	KNEE	TRAUMA TO JOINTS AND LIGAMENTS, NOT ELSEWHERE CLASSIFIED	ROCKS, STONES, BOULDERS	STEPPING, KNEELING OR SITTING ON OBJECTS
26/02/2016	ABF Operations	KNEE	OTHER DISEASES OF SKIN AND SUBCUTANEOUS TISSUE NEC	AGENCY NOT APPARENT	STEPPING, KNEELING OR SITTING ON OBJECTS
25/02/2016	ABF Operations	KNEE	SOFT TISS' DIS'ES FROM NON-TRAUMATIC CAUSES NOT CODED	AGENCY NOT APPARENT	REPETITIVE MOVEMENT, LOW MUSCLE LOADING
24/02/2016	ABF Support	ANKLE	TRAUMA TO JOINTS AND LIGAMENTS, UNSPECIFIED	ROADS, PATHS - PAVED	FALLS ON THE SAME LEVEL
23/02/2016	ABF Operations	SHOULDER	OTHER FRACTURES, NOT ELSEWHERE CLASSIFIED	UNEVEN GROUND SURFACES, GRASS OR OTHERWISE	FALLS ON THE SAME LEVEL
21/02/2016	ABF Operations	SHOULDER	OTHER FRACTURES, NOT ELSEWHERE CLASSIFIED	PUSHBIKES	FALLS ON THE SAME LEVEL
17/02/2016	ABF Operations	THUMB	SOFT TISSUE INJURIES DUE TO TRAUMA OR UNKNOWN MECHANISMS NEC	CRATES, CARTONS, BOXES, CASES, ETC - CARDBOARD	MUSCULAR STRESS WHILE LIFTING,CARRYING,PUTTING DOWN OBJECTS
15/02/2016	ABF Support	LOWER LEG	OTHER FRACTURES, NOT ELSEWHERE CLASSIFIED	OTHER AGENCIES, NOT ELSEWHERE CLASSIFIED	FALLS ON THE SAME LEVEL
11/02/2016	ABF Operations	ANKLE	TRAUMA TO MUSCLES AND TENDONS, NOT ELSEWHERE CLASSIFIED	AGENCY NOT APPARENT	MUSCULAR STRESS WITH NO OBJECTS BEING HANDLED
8/02/2016	ABF Operations	LOWER BACK	BACK PAIN, LUMBAGO, AND SCIATICA	MOTORISED CRAFT	MUSCU STRESS WHILE HANDLING OBJS EXCL.LIFT,CARRY,PUTTING DOWN
5/02/2016	ABF Operations	FOREARM	SYNOVITIS AND TENOSYNOVITIS	FREIGHT, CARGO, STOCK UNSPECIFIED	MUSCULAR STRESS WHILE LIFTING,CARRYING,PUTTING DOWN OBJECTS
4/02/2016	ABF Operations	THUMB	SOFT TISSUE INJURIES DUE TO TRAUMA OR UNKNOWN MECHANISMS NEC	WEAPONS	BEING TRAPPED BETWEEN STATIONARY AND MOVING OBJECTS
1/02/2016	ABF Operations	NECK AND SHOULDER	TRAUMA TO JOINTS AND LIGAMENTS, NOT ELSEWHERE CLASSIFIED	NON-METALLIC COMPONENTS OF CAR/STATION WAGON/VAN/UTILITY	VEHICLE ACCIDENT
1/02/2016	ABF Support	PSYCHOLOGICAL SYSTEM IN GENERAL	REACTION TO STRESSORS OTHER, MULTIPLE OR NOT SPECIFIED	OTHER AGENCIES, NOT ELSEWHERE CLASSIFIED	WORK PRESSURE
29/01/2016	ABF Operations	PSYCHOLOGICAL SYSTEM IN GENERAL	POST-TRAUMATIC STRESS DISORDER	OTHER ADULTS	EXPOSURE TO A TRAUMATIC EVENT
27/01/2016	ABF Support	ANKLE	TRAUMA TO JOINTS AND LIGAMENTS, UNSPECIFIED	OTHER AND UNSPECIFIED TRAFFIC AND GROUND SURFACES	FALLS ON THE SAME LEVEL
13/01/2016	ABF Operations	PSYCHOLOGICAL SYSTEM IN GENERAL	ANXIETY/STRESS DISORDER	NON-PHYSICAL AGENCIES	OTHER MENTAL STRESS FACTORS
12/01/2016	ABF Operations	EAR	OTHER DISEASES OF THE EAR AND MASTOID PROCESS	WEAPONS	LONG TERM EXPOSURE TO SOUNDS
12/01/2016	ABF Operations	LOWER BACK	SOFT TISS' DIS'ES FROM NON-TRAUMATIC CAUSES NOT CODED	WORK TOPS	MUSCULAR STRESS WITH NO OBJECTS BEING HANDLED
8/01/2016	ABF Support	WRIST	SOFT TISS' DIS'ES FROM NON-TRAUMATIC CAUSES NOT CODED	AGENCY NOT APPARENT	OTHER AND MULTIPLE MECHANISMS OF INCIDENT
6/01/2016	ABF Operations	FOOT	TRAUMA TO TENDON	SEATING FURNITURE	HITTING MOVING OBJECTS
3/01/2016	ABF Operations	HIP	SOFT TISSUE INJURIES DUE TO TRAUMA OR UNKNOWN MECHANISMS NEC	DOORS	BEING HIT BY MOVING OBJECTS
31/12/2015	ABF Operations	PSYCHOLOGICAL SYSTEM IN GENERAL	ANXIETY/STRESS DISORDER	NON-PHYSICAL AGENCIES	WORK RELATED HARASSMENT AND/OR WORKPLACE BULLYING

30/12/2015	ABF Support	KNEE	TRAUMA TO MUSCLES AND TENDONS, NOT ELSEWHERE CLASSIFIED	OTHER AND UNSPECIFIED STEPS AND STAIRWAYS	STEPPING, KNEELING OR SITTING ON OBJECTS
29/12/2015	ABF Operations	WRIST	MUSCLE/TENDON STRAIN (NON TRAUMATIC)	BAGGAGE AND LUGGAGE	MUSCULAR STRESS WHILE LIFTING,CARRYING,PUTTING DOWN OBJECTS
21/12/2015	ABF Operations	HAND	LACERATION OR OPEN WOUND NOT INVOLVING TRAUMATIC AMPUTATION	OTHER ANIMAL PART OR PRODUCT	HITTING STATIONARY OBJECTS
15/12/2015	ABF Operations	SHOULDER	BURSITIS	COMPUTERS AND KEYBOARDS	REPETITIVE MOVEMENT, LOW MUSCLE LOADING
13/12/2015	ABF Operations	KNEE	MUSCLE/TENDON STRAIN (NON TRAUMATIC)	OTHER AND UNSPECIFIED MOBILE PLATFORMS AND STAIRWAYS	FALLS ON THE SAME LEVEL
8/12/2015	ABF Operations	FOREARM	OCCUPATIONAL OVERUSE SYNDROME	COMPUTERS AND KEYBOARDS	REPETITIVE MOVEMENT, LOW MUSCLE LOADING
1/12/2015	ABF Operations	LOWER BACK	BACK PAIN, LUMBAGO, AND SCIATICA	OTHER AGENCIES, NOT ELSEWHERE CLASSIFIED	OTHER AND MULTIPLE MECHANISMS OF INCIDENT
1/12/2015	ABF Support	OTHER SPECIFIED MULTIPLE LOCATIONS	SOFT TISSUE INJURIES DUE TO TRAUMA OR UNKNOWN MECHANISMS NEC	OTHER AND UNSPECIFIED TRAFFIC AND GROUND SURFACES	MUSCULAR STRESS WITH NO OBJECTS BEING HANDLED
29/11/2015	ABF Operations	LOWER BACK	DISC DISPLACEMENT, PROLAPSE, DEGENERATION OR HERNIA	CRATES, CARTONS, BOXES, CASES, ETC - CARDBOARD	MUSCULAR STRESS WHILE LIFTING,CARRYING,PUTTING DOWN OBJECTS
27/11/2015	ABF Support	SHOULDER	SOFT TISSUE INJURIES DUE TO TRAUMA OR UNKNOWN MECHANISMS NEC	COMPRESSORS, PUMPS	MUSCULAR STRESS WHILE LIFTING,CARRYING,PUTTING DOWN OBJECTS
26/11/2015	ABF Operations	ANKLE	OTHER CHRONIC JOINT AND LIGAMENT DISEASES	AGENCY NOT APPARENT	MUSCULAR STRESS WITH NO OBJECTS BEING HANDLED
26/11/2015	ABF Operations	LOWER BACK	SOFT TISS' DIS'ES FROM NON-TRAUMATIC CAUSES NOT CODED	AGENCY NOT APPARENT	OTHER AND MULTIPLE MECHANISMS OF INCIDENT
25/11/2015	ABF Operations	ANKLE	MUSCLE/TENDON STRAIN (NON TRAUMATIC)	PLAYGROUND/SPORTSGROUND EQUIPMENT	STEPPING, KNEELING OR SITTING ON OBJECTS
25/11/2015	ABF Operations	HAND	OTHER DISEASES, NOT ELSEWHERE CLASSIFIED	WEAPONS	MUSCU STRESS WHILE HANDLING OBJS EXCL.LIFT,CARRY,PUTTNG DOWN
24/11/2015	ABF Operations	FOOT	TRAUMA TO TENDON	SEATING FURNITURE	STEPPING, KNEELING OR SITTING ON OBJECTS
20/11/2015	ABF Operations	PSYCHOLOGICAL SYSTEM IN GENERAL	ANXIETY/STRESS DISORDER	NON-PHYSICAL AGENCIES	WORK PRESSURE
20/11/2015	ABF Operations	KNEE	TRAUMA TO MUSCLES AND TENDONS, NOT ELSEWHERE CLASSIFIED	AGENCY NOT APPARENT	MUSCULAR STRESS WITH NO OBJECTS BEING HANDLED
19/11/2015	ABF Operations	FOOT	TRAUMA TO MUSCLES AND TENDONS, NOT ELSEWHERE CLASSIFIED	AGENCY NOT APPARENT	MUSCULAR STRESS WITH NO OBJECTS BEING HANDLED
19/11/2015	ABF Operations	KNEE	MENISCUS DEGENERATE/DETACHED/RETAINED/CHRONIC TEAR	OTHER INTERNAL TRAFFIC AND FLOOR AREAS	STEPPING, KNEELING OR SITTING ON OBJECTS
18/11/2015	ABF Support	PSYCHOLOGICAL SYSTEM IN GENERAL	ANXIETY/DEPRESSION COMBINED	OTHER AGENCIES, NOT ELSEWHERE CLASSIFIED	WORK PRESSURE
17/11/2015	ABF Operations	ANKLE	DISLOCATION	MOTORISED CRAFT	BEING HIT BY MOVING OBJECTS
16/11/2015	ABF Operations	KNEE	MENISCUS DEGENERATE/DETACHED/RETAINED/CHRONIC TEAR	AGENCY NOT APPARENT	MUSCULAR STRESS WITH NO OBJECTS BEING HANDLED
15/11/2015	ABF Operations	HAND	LACERATION OR OPEN WOUND NOT INVOLVING TRAUMATIC AMPUTATION	WIRE, WIRE ROPE, METAL STRAPPING	HITTING STATIONARY OBJECTS
12/11/2015	ABF Operations	SHOULDER	SOFT TISSUE INJURIES DUE TO TRAUMA OR UNKNOWN MECHANISMS NEC	OTHER ADULTS	MUSCULAR STRESS WITH NO OBJECTS BEING HANDLED
12/11/2015	ABF Support	ANKLE	OTHER FRACTURES, NOT ELSEWHERE CLASSIFIED	UNEVEN GROUND SURFACES, GRASS OR OTHERWISE	STEPPING, KNEELING OR SITTING ON OBJECTS
11/11/2015	ABF Operations	SHOULDER	SOFT TISS' DIS'ES FROM NON-TRAUMATIC CAUSES NOT CODED	WEAPONS	MUSCU STRESS WHILE HANDLING OBJS EXCL.LIFT,CARRY,PUTTNG DOWN
8/11/2015	ABF Operations	KNEE	TRAUMATIC TEARING AWAY PART MUSCLE/TENDON STRUCTURE,AVULSION	AGENCY NOT APPARENT	MUSCULAR STRESS WITH NO OBJECTS BEING HANDLED
2/11/2015	ABF Operations	OTHER SPECIFIED MULTIPLE LOCATIONS	SOFT TISSUE INJURIES DUE TO TRAUMA OR UNKNOWN MECHANISMS NEC	PASSENGER LIFTS	HITTING STATIONARY OBJECTS
29/10/2015	ABF Support	SHOULDER	BURSITIS	CRATES, CARTONS, BOXES, CASES, ETC - PLASTIC	MUSCULAR STRESS WHILE LIFTING,CARRYING,PUTTING DOWN OBJECTS
27/10/2015	ABF Operations	SHOULDER	BURSITIS	COMPUTERS AND KEYBOARDS	REPETITIVE MOVEMENT, LOW MUSCLE LOADING
27/10/2015	ABF Operations	ANKLE	TRAUMA TO MUSCLES AND TENDONS, NOT ELSEWHERE CLASSIFIED	OTHER POWERED GARDEN AND OUTDOOR EQUIPMENT	STEPPING, KNEELING OR SITTING ON OBJECTS
23/10/2015	ABF Operations	HAND	SOFT TISS' DIS'ES FROM NON-TRAUMATIC CAUSES NOT CODED	OTHER AND UNSPECIFIED MEDICAL EQUIPMENT	MUSCU STRESS WHILE HANDLING OBJS EXCL.LIFT,CARRY,PUTTNG DOWN
23/10/2015	ABF Operations	WRIST	CARPAL TUNNEL SYNDROME	OTHER AND UNSPECIFIED MEDICAL EQUIPMENT	MUSCU STRESS WHILE HANDLING OBJS EXCL.LIFT,CARRY,PUTTNG DOWN
21/10/2015	ABF Operations	UPPER LEG	SOFT TISSUE INJURIES DUE TO TRAUMA OR UNKNOWN MECHANISMS NEC	OTHER ADULTS	BEING HIT BY A PERSON ACCIDENTALLY
20/10/2015	ABF Operations	THUMB	TRAUMA TO JOINTS AND LIGAMENTS, UNSPECIFIED	OTHER AND UNSPECIFIED PERSONS	MUSCULAR STRESS WITH NO OBJECTS BEING HANDLED
20/10/2015	ABF Operations	OTHER SPECIFIED MULTIPLE LOCATIONS	TRAUMA TO MUSCLES AND TENDONS, NOT ELSEWHERE CLASSIFIED	OTHER AND UNSPECIFIED STEPS AND STAIRWAYS	FALLS FROM A HEIGHT
16/10/2015	ABF Operations	SHOULDER	INJURIES TO NERVES AND SPINAL CORD, NOT ELSEWHERE CLASSIFIED	AGENCY NOT APPARENT	MUSCULAR STRESS WITH NO OBJECTS BEING HANDLED
15/10/2015	ABF Operations	HAND	OTHER SPECIFIED SOFT TISSUE DISEASES NEC	SPORTING EQUIPMENT	HITTING STATIONARY OBJECTS
15/10/2015	ABF Operations	SHOULDER	DISLOCATION	OTHER AND UNSPECIFIED PERSONS	BEING HIT BY MOVING OBJECTS
9/10/2015	ABF Operations	FOOT	OTHER FRACTURES, NOT ELSEWHERE CLASSIFIED	OTHER AND UNSPECIFIED FURNITURE AND FITTINGS	FALLS FROM A HEIGHT
6/10/2015	ABF Support	ELBOW	SOFT TISSUE INJURIES DUE TO TRAUMA OR UNKNOWN MECHANISMS NEC	TRAPDOORS, HATCHES, SKYLIGHTS	FALLS FROM A HEIGHT
5/10/2015	ABF Operations	UNSPECIFIED LOCATIONS	INTESTINAL INFECTIOUS DISEASES	BIOLOGICAL AGENCIES	CONTACT WITH/EXPOSURE TO BIOLOGICAL FACTORS OF HUMAN ORIGIN
5/10/2015	ABF Operations	LOWER BACK	SOFT TISSUE INJURIES DUE TO TRAUMA OR UNKNOWN MECHANISMS NEC	CLEANING EQUIPMENT	MUSCULAR STRESS WHILE LIFTING,CARRYING,PUTTING DOWN OBJECTS
1/10/2015	ABF Operations	NECK BONES, MUSCLES AND TENDONS	SOFT TISSUE INJURIES DUE TO TRAUMA OR UNKNOWN MECHANISMS NEC	RIDER OPERATED/RIDE ON FORKLIFT TRUCKS	MUSCULAR STRESS WITH NO OBJECTS BEING HANDLED
30/09/2015	ABF Operations	OTHER SPECIFIED MULTIPLE LOCATIONS	SOFT TISSUE INJURIES DUE TO TRAUMA OR UNKNOWN MECHANISMS NEC	UNEVEN GROUND SURFACES, GRASS OR OTHERWISE	FALLS FROM A HEIGHT
24/09/2015	ABF Operations	KNEE	TRAUMA TO JOINTS AND LIGAMENTS, NOT ELSEWHERE CLASSIFIED	AGENCY NOT APPARENT	MUSCULAR STRESS WITH NO OBJECTS BEING HANDLED
22/09/2015	ABF Operations	HIP	DISEASES OF NERVE ROOTS, PLEXUSES AND SINGLE NERVES	OTHER AGENCIES, NOT ELSEWHERE CLASSIFIED	REPETITIVE MOVEMENT, LOW MUSCLE LOADING
22/09/2015	ABF Support	LOWER BACK	BACK PAIN, LUMBAGO, AND SCIATICA	CRATES, CARTONS, BOXES, CASES, ETC - CARDBOARD	MUSCULAR STRESS WHILE LIFTING,CARRYING,PUTTING DOWN OBJECTS
19/09/2015	ABF Support	PSYCHOLOGICAL SYSTEM IN GENERAL	ANXIETY/STRESS DISORDER	OTHER ADULTS	WORK PRESSURE
14/09/2015	ABF Operations	KNEE	MENISCUS DEGENERATE/DETACHED/RETAINED/CHRONIC TEAR	SPORTING EQUIPMENT	MUSCU STRESS WHILE HANDLING OBJS EXCL.LIFT,CARRY,PUTTNG DOWN
11/09/2015	ABF Operations	KNEE	TRAUMA TO JOINTS AND LIGAMENTS, UNSPECIFIED	OTHER AND UNSPECIFIED FURNITURE AND FITTINGS	FALLS ON THE SAME LEVEL
10/09/2015	ABF Support	UPPER LEG	MUSCLE/TENDON STRAIN (NON TRAUMATIC)	AGENCY NOT APPARENT	REPETITIVE MOVEMENT, LOW MUSCLE LOADING
9/09/2015	ABF Operations	SHOULDER	TRAUMA TO JOINTS AND LIGAMENTS, UNSPECIFIED	SPORTING EQUIPMENT	BEING HIT BY MOVING OBJECTS
8/09/2015	ABF Operations	SHOULDER	TRAUMA TO MUSCLES AND TENDONS, UNSPECIFIED	OTHER AND UNSPECIFIED BAGS, BUNDLES AND BALES	HITTING STATIONARY OBJECTS
8/09/2015	ABF Operations	ABDOMINAL MUSCLES AND TENDONS	HERNIAS	AGENCY NOT KNOWN	MUSCULAR STRESS WITH NO OBJECTS BEING HANDLED
3/09/2015	ABF Operations	KNEE	OSTEOPATHIES AND CHONDROPATHIES	OTHER AGENCIES, NOT ELSEWHERE CLASSIFIED	MUSCULAR STRESS WITH NO OBJECTS BEING HANDLED
28/08/2015	ABF Operations	HAND	POISONING AND TOXIC EFFECTS OF SUBSTANCES	OTHER AND UNSPECIFIED NOMINATED CHEMICALS	SINGLE CONTACT WITH CHEMICAL OR SUBSTANCE
26/08/2015	ABF Operations	WRIST	SOFT TISSUE INJURIES DUE TO TRAUMA OR UNKNOWN MECHANISMS NEC	DOORS	BEING TRAPPED BETWEEN STATIONARY AND MOVING OBJECTS
25/08/2015	ABF Support	SHOULDER	DISEASES OF MUSCLE, TENDON AND RELATED TISSUE NEC	OTHER ADULTS	REPETITIVE MOVEMENT, LOW MUSCLE LOADING
24/08/2015	ABF Operations	FOOT	TRAUMA TO JOINTS AND LIGAMENTS, UNSPECIFIED	PASSENGER LIFTS	HITTING STATIONARY OBJECTS
24/08/2015	ABF Operations	UPPER LIMB - MULTIPLE LOCATIONS	TENDINITIS	AGENCY NOT KNOWN	REPETITIVE MOVEMENT, LOW MUSCLE LOADING
24/08/2015	ABF Operations	THUMB	SOFT TISSUE INJURIES DUE TO TRAUMA OR UNKNOWN MECHANISMS NEC	OTHER ADULTS	BEING HIT BY A PERSON ACCIDENTALLY
21/08/2015	ABF Operations	KNEE	TRAUMA TO MUSCLES AND TENDONS, UNSPECIFIED	WET, OILY OR ICY OTHER INTERNAL TRAFFIC AND FLOOR AREAS	MUSCULAR STRESS WITH NO OBJECTS BEING HANDLED
18/08/2015	ABF Support	WRIST	SYNOVITIS AND TENOSYNOVITIS	COMPUTERS AND KEYBOARDS	REPETITIVE MOVEMENT, LOW MUSCLE LOADING
14/08/2015	ABF Operations	KNEE	DISLOCATION	AGENCY NOT KNOWN	FALLS ON THE SAME LEVEL
12/08/2015	ABF Support	HIP	SOFT TISSUE INJURIES DUE TO TRAUMA OR UNKNOWN MECHANISMS NEC	OTHER AND UNSPECIFIED TRAFFIC AND GROUND SURFACES	FALLS FROM A HEIGHT
12/08/2015	ABF Operations	UPPER ARM	TRAUMATIC TEARING AWAY PART MUSCLE/TENDON STRUCTURE,AVULSION	SPORTING EQUIPMENT	MUSCULAR STRESS WHILE LIFTING,CARRYING,PUTTING DOWN OBJECTS
10/08/2015	ABF Operations	SHOULDER	BURSITIS	SPORTING EQUIPMENT	MUSCULAR STRESS WHILE LIFTING,CARRYING,PUTTING DOWN OBJECTS
6/08/2015	ABF Operations	FINGERS	OTHER FRACTURES, NOT ELSEWHERE CLASSIFIED	EXTERNAL STEPS AND STAIRWAYS	FALLS FROM A HEIGHT
4/08/2015	ABF Support	WRIST	OCCUPATIONAL OVERUSE SYNDROME	ELECTRIC DRILLS	REPETITIVE MOVEMENT, LOW MUSCLE LOADING
1/08/2015	ABF Operations	OTHER SPECIFIED MULTIPLE LOCATIONS	SOFT TISSUE INJURIES DUE TO TRAUMA OR UNKNOWN MECHANISMS NEC	OTHER AND UNSPECIFIED MATERIALS AND OBJECTS	MUSCU STRESS WHILE HANDLING OBJS EXCL.LIFT,CARRY,PUTTNG DOWN
1/08/2015	ABF Operations	PSYCHOLOGICAL SYSTEM IN GENERAL	ANXIETY/DEPRESSION COMBINED	OTHER ADULTS	WORK RELATED HARASSMENT AND/OR WORKPLACE BULLYING
30/07/2015	ABF Support	PSYCHOLOGICAL SYSTEM IN GENERAL	ANXIETY/DEPRESSION COMBINED	OTHER ADULTS	WORK RELATED HARASSMENT AND/OR WORKPLACE BULLYING
30/07/2015	ABF Operations	OTHER SPECIFIED MULTIPLE LOCATIONS	SOFT TISSUE INJURIES DUE TO TRAUMA OR UNKNOWN MECHANISMS NEC	OTHER AGENCIES, NOT ELSEWHERE CLASSIFIED	MUSCU STRESS WHILE HANDLING OBJS EXCL.LIFT,CARRY,PUTTNG DOWN
29/07/2015	ABF Support	FINGERS	LACERATION OR OPEN WOUND NOT INVOLVING TRAUMATIC AMPUTATION	OTHER AND UNSPECIFIED MATERIALS AND OBJECTS	HITTING STATIONARY OBJECTS
24/07/2015	ABF Support	EYE - OTHER AND MULTIPLE	HOT BURN	BEVERAGES	CONTACT WITH HOT OBJECTS
23/07/2015	ABF Operations	KNEE	TRAUMA TO JOINTS AND LIGAMENTS, UNSPECIFIED	OTHER AND UNSPECIFIED MOBILE PLATFORMS AND STAIRWAYS	FALLS ON THE SAME LEVEL

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23/07/2015 ABF Operations	PSYCHOLOGICAL SYSTEM IN GENERAL	POST-TRAUMATIC STRESS DISORDER	OTHER ADULTS	EXPOSURE TO A TRAUMATIC EVENT
22/07/2015 ABF Operations	KNEE	MUSCLE/TENDON STRAIN (NON TRAUMATIC)	AGENCY NOT KNOWN	UNSPECIFIED MECHANISMS OF INCIDENT
20/07/2015 ABF Operations	ANKLE	TRAUMA TO MUSCLES AND TENDONS, NOT ELSEWHERE CLASSIFIED	WET, OILY OR ICY OTHER INTERNAL TRAFFIC AND FLOOR AREAS	FALLS FROM A HEIGHT
19/07/2015 ABF Operations	SHOULDER	DISLOCATION	HOLES IN THE ROAD, PATHS AND PAVED AREAS	FALLS FROM A HEIGHT
14/07/2015 ABF Operations	PSYCHOLOGICAL SYSTEM IN GENERAL	ANXIETY/STRESS DISORDER	OTHER AGENCIES, NOT ELSEWHERE CLASSIFIED	WORK PRESSURE
12/07/2015 ABF Operations	LOWER BACK	SOFT TISSUE INJURIES DUE TO TRAUMA OR UNKNOWN MECHANISMS NEC	FREIGHT, CARGO, STOCK UNSPECIFIED	MUSCU STRESS WHILE HANDLING OBJS EXCL.LIFT,CARRY,PUTTNG DOWN
10/07/2015 ABF Operations	PSYCHOLOGICAL SYSTEM IN GENERAL	ANXIETY/DEPRESSION COMBINED	NON-PHYSICAL AGENCIES	WORK RELATED HARASSMENT AND/OR WORKPLACE BULLYING
8/07/2015 ABF Operations	PSYCHOLOGICAL SYSTEM IN GENERAL	ANXIETY/DEPRESSION COMBINED	OTHER AND UNSPECIFIED PERSONS	WORK PRESSURE
8/07/2015 ABF Operations	NECK AND SHOULDER	TRAUMA TO JOINTS AND LIGAMENTS, NOT ELSEWHERE CLASSIFIED	OTHER AND UNSPECIFIED CARS, STATION WAGONS, VANS, UTILITIES	VEHICLE ACCIDENT
6/07/2015 ABF Operations	KNEE	TRAUMA TO JOINTS AND LIGAMENTS, UNSPECIFIED	OTHER INTERNAL TRAFFIC AND FLOOR AREAS	STEPPING, KNEELING OR SITTING ON OBJECTS
6/07/2015 ABF Support	ANKLE	TRAUMA TO MUSCLES AND TENDONS, NOT ELSEWHERE CLASSIFIED	OTHER INTERNAL TRAFFIC AND FLOOR AREAS	FALLS FROM A HEIGHT
6/07/2015 ABF Support	ELBOW	EPICONDYLITIS	OTHER AGENCIES, NOT ELSEWHERE CLASSIFIED	MUSCU STRESS WHILE HANDLING OBJS EXCL.LIFT,CARRY,PUTTNG DOWN
5/07/2015 ABF Operations	BACK - OTHER AND MULTIPLE	DISC DISPLACEMENT, PROLAPSE, DEGENERATION OR HERNIA	OTHER AND UNSPECIFIED MATERIALS AND OBJECTS	MUSCU STRESS WHILE HANDLING OBJS EXCL.LIFT,CARRY,PUTTNG DOWN
3/07/2015 ABF Operations	LOWER BACK	TRAUMA TO JOINTS AND LIGAMENTS, UNSPECIFIED	OTHER AGENCIES, NOT ELSEWHERE CLASSIFIED	OTHER AND MULTIPLE MECHANISMS OF INCIDENT



~~Sensitive: Personal~~

MINUTE

To: **Secretary and ABF Commissioner**
 Through Deputy Commissioner Support
 Cc: Deputy Commissioner Operations
 Deputy Secretary Corporate Group/Chief Operating Officer
 Date: s22(1)(a)(ii)

BORDER FORCE OFFICER RECRUIT TRAINEE: s22(1)(a)(ii)

Timing

Routine

Purpose

- To:
- Provide a background brief and timeline in relation to Border Force Recruit Trainee, s22(1)(a)(ii) up to the time of s22(1)(a) death on s22(1)(a)(ii)

Background

- s22(1)(a)(ii)
-
-
-
-

- The Department was notified by s22(1)(a)(ii) POL of the death of s22(1)(a)(ii) s22(1)(a)(ii) POL officers stated that a suicide note was found at the scene reportedly made reference to

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~~Sensitive: Personal~~

difficulties in the workplace. s22(1)(a)(ii) [Redacted]

7. s22(1)(a)(ii) was previously employed as a s22(1)(a)(ii) [Redacted].

Issues

- 8. s22(1)(a)(ii) [Redacted]
- 9. [Redacted]
- 10. [Redacted]
- 11. [Redacted]
- 12. [Redacted]
- 13. [Redacted]
- 14. [Redacted]
- 15. [Redacted]
- 16. [Redacted]

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- 17. s22(1)(a)(ii) [Redacted]
- 18. People Division, Strategic Border Command and Border Force Capability Division representatives notified officers who may be potentially impacted (including other trainees and College staff) as early as practicable, ensuring access to EAP support arrangements.
- 19. Specific support arrangements are in place for individuals from the course, including other trainees who have not met course requirements.

Consultation


- 20. People Division, Strategic Border Command and Border Force Capability Division have collaboratively prepared the timeline of events reflected in this Minute.

Recommendation

It is recommended that you:

Note the timeline of s22(1)(a)(ii) employment and training with the ABF up to the time of her death on s22(1)(a)(ii).

[Noted / Please Discuss]


 SES Officer Peter Docwra
 Position AC Border Force Capability Division
 02 s22(1)(a)(ii)
 s22(1)(a)(ii)

Michael Pezzullo
 Secretary
 Aug 16

[Noted / Please Discuss]

Roman Quaedvlieg APM
 Commissioner
 Aug 16

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Australian Border Force Additional Budget Estimates – May 2018

BACK POCKET BRIEF

Title: ABF Recruitment and Training
Group: Support
Division: Operational Practices Command

Key Statistics

s22(1)(a)(ii)



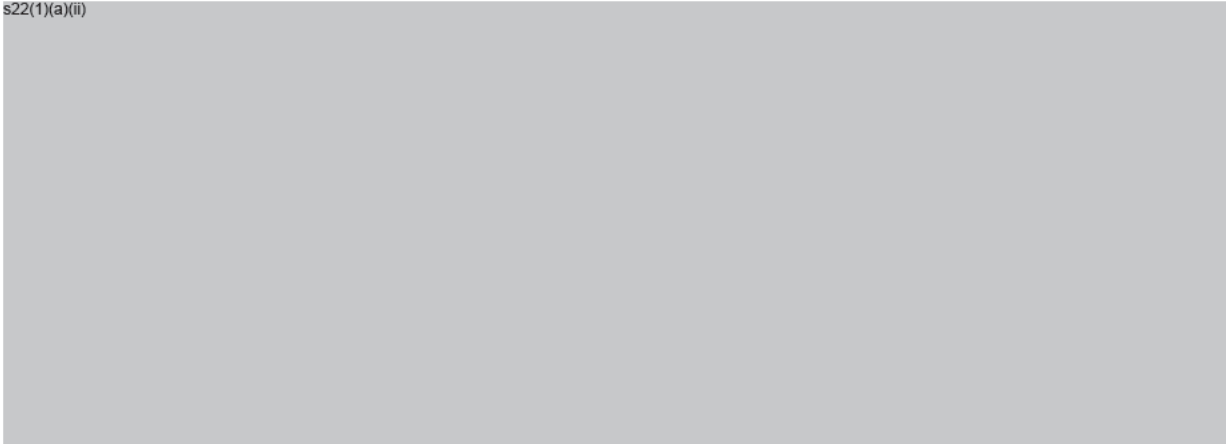
s22(1)(a)(ii)



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Border Force Officer Recruit Training (BFORT)

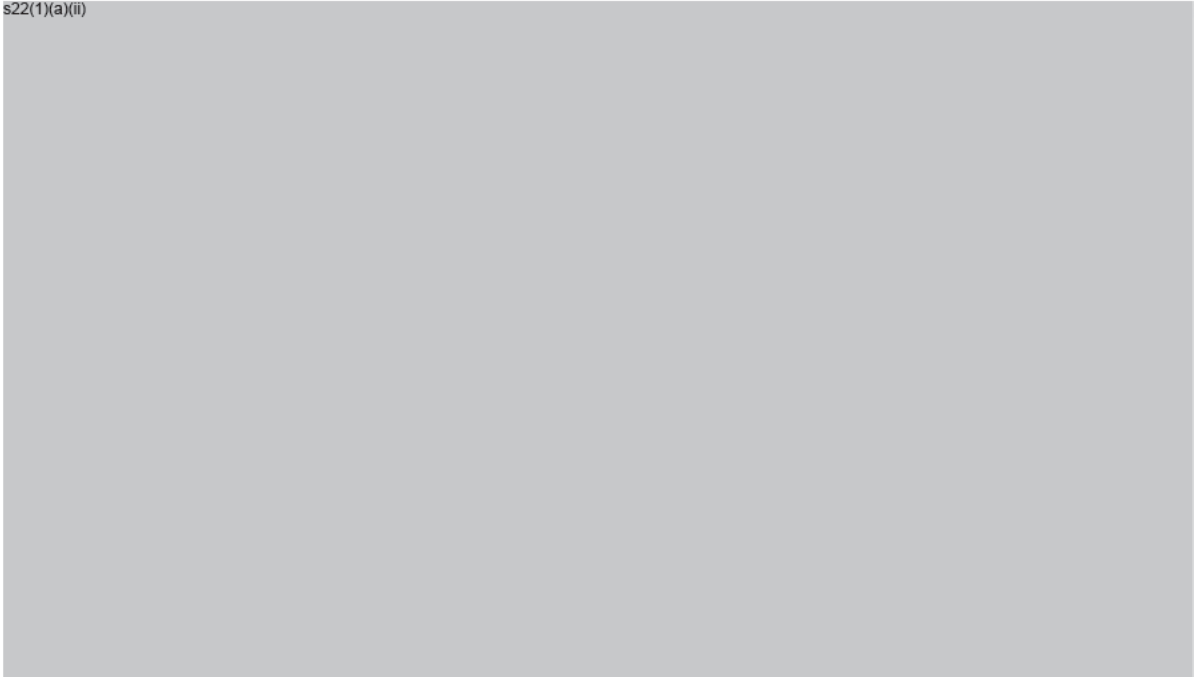
s22(1)(a)(ii)



BFORT training*	Number
Recruits that have commenced the course	548
Recruits in the College phase	59
Probationary Border Force Officers undertaking On the Job Training (OJT)	88
Graduated as Border Force Officers	370
Did not complete the program (includes resignations, transfers to other agencies, and failure to meet requirements of an entry level training course)	31

* Since the course commenced in June 2015

s22(1)(a)(ii)



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s22(1)(a)(ii)



s22(1)(a)(ii)



s22(1)(a)(ii)



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s22(1)(a)(ii)



s22(1)(a)(ii)



Responsible Officer	Contact Officer
Rachel Houghton / Assistant Commissioner / Operational Practices Command	s22(1)(a)(ii) Acting Commander Career Management
Ph: (02) s22(1)(a)(ii)	Ph: (02) s22(1)(a)(ii)
Mob: s22(1)(a)(ii)	Mob: s22(1)(a)(ii)

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The number and proportion of students who have left the ABF College before completing their course from July 1 [2015] to 28 June 2018

2017 Stage 1 &2		
Commenced	Finished	Reason
11	11	
30	29	1 completed Stage 1 only
25	21	3 completed Stage 1 only, 1 injured
30	30	
7	7	
14	14	
27	27	
11	11	
20	20	
23	22	2 court attendance
11	11	
26	26	
2018 Stage 1 &2		
Commenced	Finished	Reason
25	24	1 Injured
25	25	
28	28	
28	26	2 completed Stage 1 only
29	27	2 sick (stage 1 only)
17	17	
387	376	11



MEDIA ENQUIRY

Subject: RAND report – DIBP & ACBPS consolidation		
Deadline: 4pm 19 June 2018		
Journalist: [REDACTED]	Outlet: SMH	
Phone: [REDACTED]	Mobile: [REDACTED]	Email: [REDACTED]
Enquiry Received (Time & Date): 11:27am 19 June 2018		
Media Officer: s22(1)(a)(ii) [REDACTED]	Media Ph: 02 6264 2244	

QUESTION / ISSUE

Email from journalist:

Please find questions below regarding this report into the DIBP consolidation.

- 1. When was the report delivered to the department and when was it made publicly available?*
- 2. How much has the ABF College cost to establish and run since its inception, including the money allocated to it in the May budget? Also what proportion of the overall department budget was allocated to the ABF this financial year, and what was the budget in dollar terms?*
- 3. Concerns were raised about investigations including "officers not understanding the law, use of force protocols and rules of engagement" as examples of shortfalls which has in some cases resulted in "abuse of power". Please detail the abuses of power the report identified.*

The report makes the following observations. Please respond as you see fit:

- L&D, particularly the ABF college, has "overpromised and underdelivered". Outcomes the ABF college was supposed to achieve have "not substantially materialised". Problems identified included the inability of anyone except ABF personnel and new recruits to attend the college, outdated classroom teaching methods, the limited use of technology and an inadequate curriculum. In one example of deficient training "a junior officer was unable to manage shipboard operations due to a lack of proper training". A poor curriculum and inadequate resources was also found to affect the broader L&D environment.*
- The report refers to "officer training deficiencies in areas such as the use of force and policing powers and authorities" in relation to detention centres. It said the situation "increase[s] danger to the workforce".*
- The DIBP refers to the "jaws of death" - an increased workload and declining resources which leaves few resources for reform*
- The report says several senior leaders "commented on the emerging realisation that the workforce in many cases lacks the capability to do the work required of their assigned positions". This refers to both staff with high level policy skills and field compliance officers "doing dangerous jobs without proper training and doctrine". - The report says many of the key skill sets required for the change envisioned do not exist to a sufficient degree among staff, and integration and reform timelines have not been realistic.*

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- The ABF was criticised for a lack of accountability and fiscal responsibility because "the department provided additional funding for the ABF to make up for areas where budgets were exceeded" and no other organisation was afforded this luxury. The ABF was generally perceived to have greater resources and less scrutiny than other areas of the department.

RESPONSE UNCLASSIFIED

- The Department, including the Australian Border Force (ABF), purposefully commissioned the RAND analysis to better understand our performance and to identify areas in which we perform well and areas for improvement.
- RAND's analysis found integration has resulted in a stronger organisation that is better positioned to meet the needs of Australia. The Department and the ABF could not have dealt with the volumes of trade and travel we are now seeing at the border had this integration and reform not occurred.
- The analysis identified that the Department had made significant progress in the areas of operations, policy and intelligence. Our revenue and operational results clearly underscore the benefits of this progress and prioritisation.
 - In 2016-17, the Department and ABF collected \$17.7 billion in revenue, up by \$3.8 billion from the commencement of integration in 2014-15.
 - Last year the ABF made record seizures at the border and processed a record number of international passengers, international mail, and air and sea cargo.
- These achievements are recognition of the professionalism, dedication and diligence of all Department and ABF officers.
- While we are proud of the progress we have made, we acknowledge the areas for improvement identified in the RAND report and are committed to ensuring our enterprise, corporate and management areas are of the highest standard.
- To do this:
 - We are investing in our officers and their capabilities to ensure we have a workforce that is capable of moving across domains and performing any operational priority safely and effectively.
 - The foundational architecture, structure and resourcing of the ABF College is being revised. The new structure increases leadership focus on high priority training, the ongoing development of a Master Curriculum, introduction of interim training packages, and an increased emphasis on delivering learning and development to existing Border Force Officers.
 - Under the master curriculum, the full suite of learning and development requirements for each job role in the Australian Border Force will be articulated. Border Force Officers will receive comprehensive training including foundational training focusing on core law enforcement skills, domain specific training relating to particular operating environments, advanced and specialist training depending on their function.
 - The ABF has also introduced a new delegations model that is significantly less complex. This provides our officers clarity over the powers they have to ensure they are exercising these legally and in an accountable manner. The new delegations

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model also has a 'no training – no use' policy, meaning only those staff who are appropriately trained in a particular power can use that power.

CLEARANCE:

Drafted by	Title	Time/Date drafted
s22(1)(a)(ii)	Media Operations	19 June 2018

Cleared by	Title	Time/Date cleared
Stephen Hayward	AC ABF Business Services Division	19 June 2018
Abigail Bradshaw	FAS Enterprise Strategy Risk and Performance	19 June 2018
s22(1)(a)(ii)	Senior Director, Portfolio Media Operations	19 June 2018

MO noted	Sent to MO	Noted by MO
s22(1)(a)(ii)	19 June 2018	19 June 2018

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FOI

From: Rachel HOUGHTON
Sent: Thursday, 21 June 2018 9:59 PM
To: Tharanie VITHANAGE; s22(1)(a)(ii)
 [Redacted]
 [Redacted]
Cc: s22(1)(a)(ii)
Subject: For information - Operational Practices Command update #5 [SEC=UNCLASSIFIED]

UNCLASSIFIED

Good evening all,

UNCLASSIFIED

In this update I wanted to focus on three key issues – s22(1)(a)(ii) and some recent media reporting regarding the work of our Command.

s22(1)(a)(ii)

[Redacted]

s22(1)(a)(ii)

[Redacted]

Finally, as many of our team will be aware, there has been some **media reporting** about the findings of the recent RAND report into the consolidation of the legacy Australian Customs and Border Protection Service and Department of Immigration and Border Protection. Part of this media reporting has focused on the ABF College, and its performance since the establishment of the ABF. I understand that this reporting and the contents of this report will be upsetting to some members of our Command, and I want to reiterate my previous message to the team at our Divisional huddle – these assessments are not reflective of your performance as individuals. We are very appreciative of the efforts you have put in over the past three years; the hours you have dedicated to delivering learning and development to our ABF workforce, and the personal commitment you have shown to delivering these outcomes. We acknowledge that we haven't invested sufficiently in the ABF College and the foundational

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architecture (e.g. workforce models, workforce planning, master curriculum, prioritisation of L&D requirements) and these are now being progressed as a priority for the Command and the ABF more broadly. The ABF College staff continue to receive positive accolades from the ABF workforce, our Executive and some of our key L&D stakeholders for the great work that you do – the positive feedback that I have shared in past Command updates and the overwhelmingly positive response to the recent BFO Foundational Modules are just two examples. Once again – thank you for your ongoing dedication, and keep up the good work that you’re doing, and that is a crucial element of the workforce transformation initiatives outlined in the *Realising our Full Potential* strategic document.

If you could please ensure this message is cascading to your team, it would be appreciated.

Regards,

Rachel

Rachel Houghton

Assistant Commissioner

Operational Practices Command | Support Group

Australian Border Force

P: 02 s22(1)(a)(ii) | M: s22(1)(a)(ii)

E: s22(1)(a)(ii) [s22\(1\)\(a\)\(ii\)@abf.gov.au">@abf.gov.au](mailto:<span style=)

HOME AFFAIRS/ABF
QUESTION TIME BRIEF (QTB)

BORDER FORCE TRAINING COLLEGE UNDER FIRE

QUESTION: What is your response to the government-findings that your multi-million dollar college has “overpromised and undelivered” and that the college “largely remains a disappointment to senior leaders across the Department”?

Are you aware that your staff lack the training to perform their jobs?

KEY TALKING POINTS:

- The Department and ABF purposefully commissioned the RAND analysis to better understand their performance and identify any areas for improvement.
- The Department and ABF will use the findings of the RAND report to inform future investment decisions in ABF learning and development capabilities to enable continuous improvement.
- Work is continuing to realise the full benefit of the ABF College. The ABF is working to ensure officers have the skills and knowledge required to deliver effective frontline operations.
- ABF has commenced reinvigorating the ABF College and focusing on our officers and their capabilities to ensure they have a workforce that can respond across domains and perform operational priorities safely and effectively.
- This includes specific investment in the ABF College by:
 - Aligning the structure of the College with operational requirements
 - ABF Interim foundational modules which will deliver core skills and knowledge
 - A new master curriculum which will include the full suite of learning and development requirements for each job in the Australian Border Force.

BACKGROUND AND CHRONOLOGY

The article claims the Department has invested 54 million. The 54 million relates to a broad package of workforce reforms not just the ABF College.

The customs reform funding allocation for Learning and Development and ABF College for 2017-18 is 1.88 million.

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HOME AFFAIRS/ABF
QUESTION TIME BRIEF (QTB)

BORDER FORCE TRAINING COLLEGE UNDER FIRE

Border force training college under fire

[Sydney Morning Herald, General News, 20/06/18, \[REDACTED\], page 1](#)

The multimillion-dollar college that trains Australia's border security personnel has 'under delivered' and immigration and customs officials have repeatedly abused their powers, a scathing report has found. The government-commissioned findings also said many department staff lacked the training needed to perform their jobs and "jaws of death" had gripped officials struggling to complete more work with fewer resources.

Also appears in the [Age](#), [Canberra Times](#) and [Canberra Times](#) online.

Operational Practices Command

Contact: Rachel Houghton

Division: Operational Practices Command

Date first prepared: 20 June 2018

Originating Source: Home Affairs

Phone: §22(1)(a)(ii) [REDACTED]

Action Officer: Tharanie Vithanage

Date last Updated: 28/06/2018 - 4:27 PM

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