Leading a safe world of work.

Annual Report 2023-24

WORKCOVER BOARD
Tasmania

WorkCover Tasmania Board Annual Report 2024

Published October 2024

ISBN 978 1 876712 32 7

We welcome your feedback on this report. Send to: **wstinfo@justice.tas.gov.au**

WorkCover Tasmania Board

PO Box 56 Rosny Park Tasmania 7018

Contents

"

The WorkCover Board Tasmania works to ensure a fair and equitable workers compensation scheme, good return to work outcomes and safer workplaces for all Tasmanian workers.

"

Message from the Chair

Welcome to the annual report for the WorkCover Board Tasmania for 2023–24.

I am pleased to report that the Board's new Strategic Plan for 2024–2028 has been finalised. The plan, which has been jointly developed with WorkSafe Tasmania, provides a clear focus for the next five years and outlines the goals we wish to achieve in this period. The collaborative approach taken to develop the plan has ensured that it reflects the knowledge and experience of all stakeholders for the Board and WorkSafe. It also aligns with key national initiatives, including the Australian Work Health and Safety Strategy, the National Strategic Plan for Asbestos Awareness and Management, and the National Return to Work Strategy.

During the past twelve months, the Board has undertaken projects and initiatives to improve and promote best practice work health and safety in Tasmanian workplaces. This has included a strong focus on mental health and wellbeing, supporting injured workers through ensuring a fair and equitable workers compensation system and return to work best practices.

The Board undertook several stakeholder engagement activities during the year, with WorkSafe Month a highlight as always, and the highly successful WorkSafe Month Awards that are held every two years. I wish to extend my congratulations to all those who took the time to enter the Awards, particularly those who received recognition for the initiatives and programs they have implemented in their workplaces to keep their workers safe from injury and to support those who are injured at work.

The Board continued to fund services that provide direct assistance to employers, workers and others who need information, advice or assistance with work health and safety and the workers compensation system. These services are:

- WorkSafe's Advisory Service: this provides free, practical support to help small and medium sized business manage safety, health and wellbeing
- WorkSafe's Helpline: this is the first point of access for people seeking information and advice from WorkSafe. Helpline inspectors respond to requests for information immediately wherever possible, while matters requiring further research are directed to other areas of WorkSafe
- Worker Assist Tasmania: this provides information, education and advice to workers with injuries about the workers compensation scheme and their entitlements
- The Tasmanian Chamber of Commerce and Industry's Work Health and Safety Advisory Service: this educates businesses on their work health and safety roles, rights, and responsibilities.

The Board undertook a comprehensive review of these services during the year, and has agreed to a number of recommendations to ensure they continue to effectively meet the needs of the employers, workers and others who use these services. I look forward to these recommendations being progressed over the coming months.

The Board was once again the gold sponsor for The Mind Games, held in Hobart on 9 May 2024. The Mind Games is a fun, action-packed event to raise money and awareness for mental health research, with 50 teams of five people competing in fun challenges to help build and promote mentally healthy workplaces. Congratulations to the organisers and all who took part in The Mind Games, which continue to grow each year.

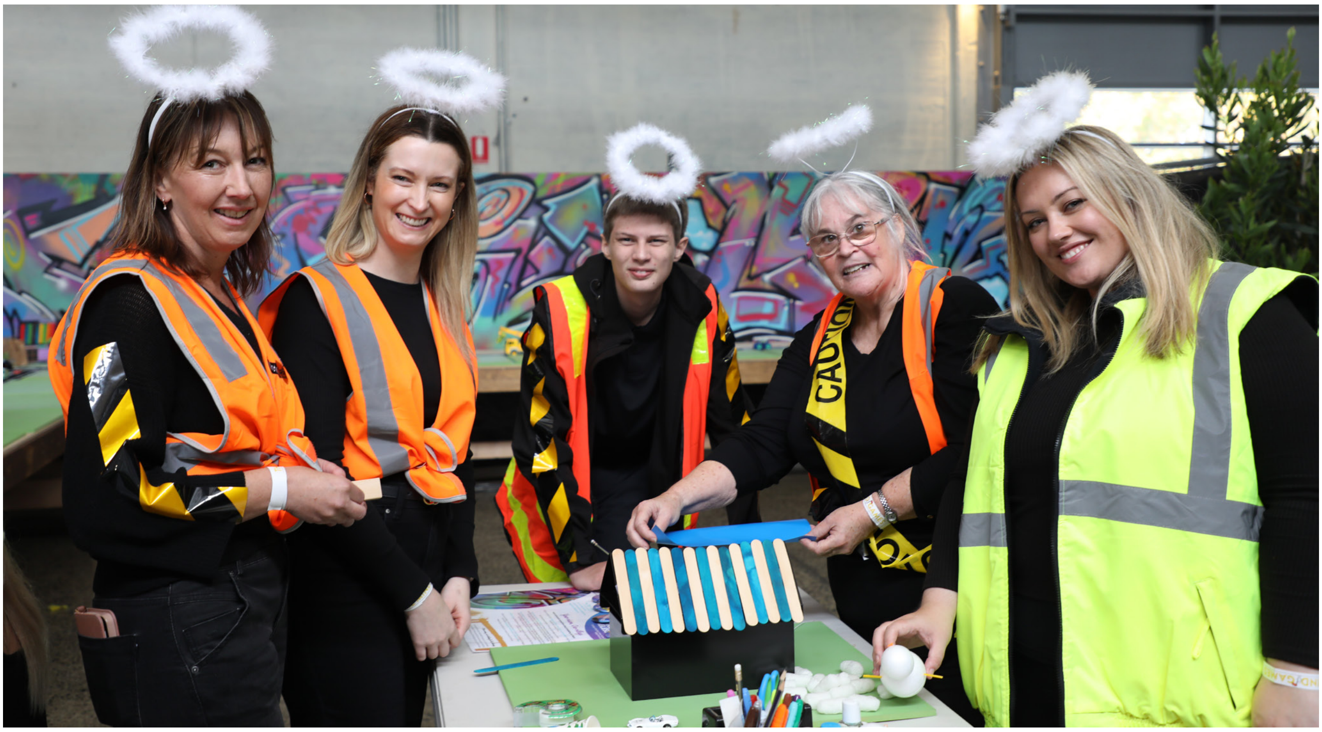
The Board released a new Workers Compensation Claim Form and a new Dependents of Deceased Workers Claim Form for use in Tasmania. The new forms have been simplified to make it easier for workers and dependents to complete, and have been received positively by our stakeholders.

Lastly, the Board now has a standalone new website, and new branding and logo. This resource highlights the work that the Board does in the areas of compensation, campaigns and education, reform and scheme performance, and more. I encourage you to explore this new resource at workcover.tas.gov.au.

Of course, none of this work would be possible without the ongoing support of our stakeholders, and I thank Tasmanian employers, workers, unions, insurers, medical and health practitioners, employer organisations and others in the community who continue to support the Board.

On a personal level, I would like to extend my thanks to my fellow Board members and staff at WorkSafe. Without their knowledge, support and input, none of the work you will read about in this annual report would be possible. I am truly grateful to work with such motivated and dedicated people who are focused on improving work health and safety and compensation outcomes for Tasmania.

Ginna Webster
Chair



About the Board

The WorkCover Tasmania Board works with workers, employers, unions, medical practitioners, licenced insurers, self-insurers and others to ensure a fair and equitable workers compensation scheme, good return to work outcomes and safer workplaces for all Tasmanian workers.

To achieve this, the Board:

- oversees Tasmania's workers compensation scheme and monitors the performance of scheme participants
- promotes prompt and effective injury management
- promotes safe and healthy workplaces by providing health and safety guidance.

Information about the Board can be found at **workcover.tas.gov.au**.

Reporting to the Minister

The Board provides advice to the Minister for Small Business and Consumer Affairs on workers compensation and rehabilitation matters, and work health and safety matters. The Board also monitors and reports to the Minister on the operation and effectiveness of the *Asbestos-Related Diseases (Occupational Exposure) Compensation Act 2011*.

Through section 11A of the *Workers Rehabilitation and Compensation Act 1988*, the Minister may give a direction to the Board about the performance of its functions and exercise of powers, under this or any other relevant Act.

No ministerial directions were received during this reporting period.

Relationship with WorkSafe Tasmania

The Secretary of the Department of Justice fulfils the role of Chair of the Board, ensuring a strong relationship with the Department. The Board monitors and reviews the performance of functions and exercise of powers of the Work Health and Safety Regulator.

WorkSafe supports the Board's functions, including overseeing the Tasmanian workers compensation scheme, and ensuring effective injury management.

WorkSafe informs the Board of emerging national work health and safety issues and developments in work health and safety matters in other jurisdictions.

For details of WorkSafe's activities, see the Department of Justice's Annual Report at **justice.tas.gov.au**.

Strategic Plan

In conjunction with WorkSafe, the Board finalised a new Strategic Plan for 2024–2028. The plan outlines the Board's vision and details its goals, actions and measures for the next five years.

Development of the Strategic Plan involved extensive consultation. More than 70 stakeholders — including representatives from unions, insurers, employers, and the medical, legal and government sectors — provided invaluable insights. Industry groups, peak bodies, Tasmanian companies and WorkSafe staff also provided input. Consultation methods included a face-to-face workshop, targeted consultations, online consultations, and collecting responses to a consultative draft. Stakeholders also had the opportunity to comment on the draft Strategic Plan before it was finalised.

The Strategic Plan has three overarching goals that will guide new initiatives and projects, funded by the Board and delivered by WorkSafe:

- safer and healthier workplaces
- supporting people affected by workplace injuries
- building a collaborative health, safety and injury management culture.

Today there is a greater understanding of the impact work can have on all aspects of our health, and it is recognised that mental health injuries are as significant as physical ones. In recognition of this and of the importance that mental health has on all aspects of our lives, the Strategic Plan focusses on preventing and managing psychosocial hazards and the mental health and wellbeing of workers, as well as physical hazards.

The Strategic Plan also acknowledges that over the last decade, there have been significant changes in the way we work, and therefore the health and safety issues facing employers, workers and regulators. Another key consideration is the profile of Tasmania's workforce. A greater proportion of our state's workers are on casual contracts than in the rest of Australia; and we are seeing growth in platform labour hire, especially in the healthcare and disability sectors.

The Strategic Plan is consistent with national initiatives, including the Australian Work Health and Safety Strategy 2023–2033, the National Strategic Plan for Asbestos Awareness and Management, and the National Return to Work Strategy. It also aligns with the Tasmanian Suicide Prevention Strategy, and Rethink 2020 (Tasmanian mental health strategy).

Read more about the Strategic Plan on the Board's website at **workcover.tas.gov.au/about/strategic-plan**.

Board membership

Ginna Webster

Chair, Secretary of the Department of Justice, appointed September 2019 ex officio pursuant to section 9(1)(a) of the Act.

Ginna was appointed Secretary of the Department in September 2019, taking on the role of Chair of the WorkCover Tasmania Board. Ginna was the inaugural Secretary of the Department of Communities Tasmania, and was previously the Deputy Secretary – Administration of Justice within the Department of Justice, and Director of Community Corrections. Ginna is an Executive Fellow of the Australian New Zealand School of Government, a graduate of the Tasmanian Leaders Program, and an alumna of the Cranlana Colloquium.

Graham Wood

Appointed January 2018 pursuant to section 9(1)(b)(ii) of the Act ('an Australian lawyer with experience in workers rehabilitation and compensation matters').

Graham was admitted as a barrister and solicitor of the Supreme Court of Tasmania in August 1984, and worked as a partner/consultant with a Hobart law firm from 1990 until his recent retirement. He specialised in all aspects of litigious work, including the conduct and carriage of matters representing the interest of plaintiffs and defendants. Graham has extensive experience in the conduct of workers compensation and personal injury matters, at trial level and on appeal.

He has been panel solicitor for numerous major insurance companies, and for over 30 years has been the principal solicitor providing advice to the Police Association of Tasmania on legal issues including administrative law, workers compensation and industrial issues. Graham has a combined Bachelor of Economics and Laws Honours degree.

Members are appointed in accordance with the *Workers Rehabilitation and Compensation Act 1988.*

Sofia Mavratzas

Appointed January 2018 pursuant to section 9(1)(b)(iii) of the Act ('a person with extensive experience in the workers compensation insurance industry').

Sofia is based in Adelaide and has extensive experience in the management of underwritten and statutory workers compensation claims in Tasmania, South Australia and New South Wales, and in compulsory third party claims in the Australian Capital Territory and South Australia. She has 27 years of personal injury claims experience across insurers, the South Australian workers compensation regulator and with South Australia's largest self-insurer.

Sofia has held executive positions overseeing legal, medical and allied health provider management, fraud and investigations, recoveries and injury and case management for various national and state public and private sector organisations. She most recently developed a person-centered claims management and biopsychosocial model for claims management providers. Sofia has postgraduate qualifications in business management and has begun postgraduate studies in human resource management. She has completed Boardroom Mastery and the Company Directors Course with the Australian Institute of Company Directors.

Jessica Munday

Appointed January 2018 pursuant to section 9(1)(b)(iv) of the Act ('a person with expertise in the evidence base related to management of work-related injuries and who advocates for, or has experience in respect of, the interests of injured workers').

Elected to the peak body for unions in Tasmania in 2017, Jessica is the leader of the trade union movement in Tasmania. Unions Tasmania represents approximately 50,000 workers across the private and public sector. She represents Tasmanian workers on the executive of the national peak body for unions, the Australian Council of Trade Unions. Jessica is an experienced industrial relations practitioner. Before leading Unions Tasmania, she worked with the Community and Public Sector Union for 12 years, including three years as regional secretary of the branch where she worked with members on industrial matters, workplace health and safety and workers compensation issues. She is a trustee director of an industry superannuation fund, and president and treasurer of the community legal centre Worker Assist. Jessica has a degree in Political Science and Public Policy, a Certificate IV in Unionism and a Certificate IV in Work Health and Safety. Jessica has completed the Australian Institute of Superannuation Trustees Trustee Directors course and is a graduate of the Australian Institute of Company Directors.

Julieann Buchanan

Appointed January 2018 pursuant to section 9(1)(b)(v) of the Act ('a person with expertise in the evidence base related to management of work-related injuries and who advocates for, or has experience in respect of, the interests of employers').

Julieann has over 30 years of experience in safety, occupational rehabilitation, and workers' compensation insurance. She has held executive roles overseeing national safety, workers' compensation, and injury management functions across diverse employment settings. Julieann is a former chair of the Self Insurer's Association of Tasmania and a past member of the Nominal Insurer. Most recently, she served as the Tasmanian manager for one of the state's largest self insurers. Julieann has a Bachelor of Applied Science in Occupational Therapy, a Master's Degree in Ageing Populations, and postgraduate qualifications in occupational rehabilitation, ergonomics, human resources, and management. She is a member of the Australian Institute of Company Directors and Occupational Therapy Australia.

Dr Robert Walters

Re-appointed January 2018 pursuant to section 9(1)(b)(i) of the Act ('a medical practitioner, or a registered nurse, with expertise in evidence-based management of work-related injuries').

Rob has been a practising general practitioner in Hobart for over 37 years. He has been the medical director of the Board since 1997 and has extensive experience on a number of boards and councils, including those of Primary Health Tasmania, the Australian Divisions of General Practice, the Cancer Council of Tasmania, the Asbestos Safety and Eradication Council, Headspace, Beyond Blue, and Rural Alive & Well. Rob sits as a part-time member on the Administrative Appeals Tribunal. He was a national Men's Health Ambassador, advising the Australian Government on policy relating to male health matters. Rob has served in the Australian Defence Force since 1972, most recently as the Senior Medical Officer for the Australian Defence Force, Tasmanian Region in an Army Reserve capacity, holding the rank of Colonel.

Board functions

Workers Rehabilitation and Compensation Act 1988

The Board establishes, implements and monitors the standards required of the scheme participants that the Board has oversight of:

- licensed insurers
- self-insurers
- accredited medical practitioners
- workplace rehabilitation providers.

The Board continues to undertake regulatory work around these scheme participants.

Insurers

The Board licenses insurers to cover employers for workers compensation claims made by their workers, and grants permits to employers who choose to self-insure against workers compensation claims made by their workers.

As at 30 June 2024, there are six licensed insurers and eight self-insurers. To see a list of insurers, go to **worksafe.tas.gov.au** and search for 'insurers'.

The Board monitors licensed insurers and self-insurers to assess their compliance with the *Workers Rehabilitation and Compensation Act 1988* and licence and permit conditions, including their claims management processes and approved injury management programs.

Medical practitioners

The Board accredits medical practitioners who wish to assess a worker's permanent impairment.

As at 30 June 2024, there were 398 medical practitioners accredited by the Board. During the year, 25 new applications were approved. To see a list of accredited medical practitioners, go to **worksafe.tas.gov.au** and search for 'medical practitioner'.

Workplace rehabilitation providers

The Board accredits workplace rehabilitation providers (WRPs) to deliver workplace rehabilitation services in Tasmania.

In July 2023, the Board implemented a new accreditation framework for WRPs. The new framework provides a contemporary accreditation process for WRPs, ensuring WRPs operating within the Tasmanian scheme are following best practice and ultimately providing the best possible service for workers with injury.

The new framework focuses on the areas of qualifications of workplace rehabilitation providers, the accreditation application process, ongoing monitoring and complaints handling.

As at 30 June 2024, there are 43 accredited WRPs. To see a list of accredited WRPs, go to **worksafe.tas.gov.au** and search for 'rehab providers'.

Approved injury management programs

The Board approves the injury management programs of licensed insurers, self-insurers and Tasmanian State Service Agencies.

As at 30 June 2024, there are 31 approved injury management programs: 8 self-insurers, 6 licensed insurers, and 16 Tasmanian State Service Agencies.

Performance and monitoring

The Board monitors, analyses and evaluates the performance of Tasmania's workers compensation scheme and identifies emerging trends and issues.

In 2023–24, the Board produced several reports including the Suggested Industry Premium Rates 2024-25 Report, Scheme Review, Notional Premiums and the Insurer Environment Report and the 2022 Work Health and Safety Performance report. The performance of the scheme is addressed later in this report.

Asbestos-Related Diseases (Occupational Exposure) Compensation Act 2011

Reporting on the effectiveness of the Scheme

In 2023–24, the Board received reports detailing the operation and effectiveness of the Tasmanian Asbestos Compensation Scheme, and other qualitative information.

The Board has statutory functions under the:

- *Workers Rehabilitation and Compensation Act 1988*
- *Asbestos-related Diseases (Occupational Exposure) Compensation Act 2011*
- *Work Health and Safety Act 2012.*

Collecting data relevant to administration of the Act

Key figures this year:

- seven new applications received by the Asbestos Compensation Commissioner, which is seven less than last year. Of the seven new claims, three were accepted and 4 were not accepted
- $1,7,21,342 paid in lump sum compensation, funeral benefits and rehabilitation costs
- $54,037 paid in claimant medical expenses
- $8,767,859 received in asbestos levy contributions
- $654,000 recoveries made
- the asbestos levy rate has been set at 1.75% for 2024–25, which is a reduction from the previous year.

As at 30 June 2024, the total number of compensation claims received since the Scheme began is 225.

Work Health and Safety Act 2012

The Board supports and takes an active role in promoting work health and safety through community engagement and activities.

Examples of this work include WorkSafe Month, Better Work Tasmania and the Healthier, Safe and Productive Workplaces Grants Program. See ‘Board Achievements’ in this report for details of this work.

Board committees and panels

The Board has four committees that provide advice on matters relating to its areas of oversight.

The Board also has two representative panels that provide expert advice and facilitate communication with practitioners. The Medical Advisory Panel comprises medical practitioners, and the Rehabilitation Advisory Panel comprises experts in workplace rehabilitation. Both panels report to the Rehabilitation and Compensation Committee.

Governance and Audit Committee

Purpose: To monitor and advise the Board on matters relating to governance, audit and risk management.

Members: Graham Wood (Chair), Sofia Mavratzas, Jessica Munday.

Matters of oversight:

- Board risk profile reporting
- common seal usage
- complaint handling policy
- external audit
- internal audit
- personal information protection policy
- public interest disclosures procedure
- stakeholder engagement policy
- use of and changes to the Board's instrument of delegation.

Legislative Review Advisory Committee

Purpose: To advise the Board on the legislative and legal aspects of the Board's roles and functions, particularly in relation to legislative reform.

Members: Graham Wood (Chair), Alison Clues, Ginna Webster.

Matters of oversight:

- ongoing review of current impairment guidelines
- WorkSafe's legislative agenda
- potential amendments to legislation.

Work Health and Safety Committee

Purpose: To monitor and advise the Board on matters relating to Tasmania's work health and safety performance and opportunities for work health and safety improvement.

Members: Robert Walters (Chair), Julieann Buchanan, Jessica Munday.

Matters of oversight:

- Advisory Service
- Healthier, Safer and Productive Workplace Grant Program
- industry snapshots
- workplace injury reports
- WorkSafe Awards
- WorkSafe Month.

Rehabilitation and Compensation Committee

Purpose: To monitor and advise the Board on matters relating to the efficient and effective operation of Tasmania's workers compensation scheme.

Membership: Julieann Buchanan (Chair), Sofia Mavratzas, Robert Walters.

Matters of oversight:

- the Medical Advisory Panel and the Rehabilitation Advisory Panel
- promotion and support of the purpose and principles of injury management
- monitoring and reporting on the operation and effectiveness of the compensation schemes
- providing advice to the Board on proposals to improve workers compensation arrangements.

Medical Advisory Panel

Purpose: To assist the Rehabilitation and Compensation Committee by providing advice on matters including developments within the medical profession and injury management.

Members: Dr Robert Walters (Chair); Dr John Saul, Australian Medical Association; Dr Peter Sharman, Royal Australasian College of Physicians (Australasian Faculty of Occupational and Environmental Medicine); Dr Mark Spearpoint, Australian College of General Practitioners (resigned 4 March 2024).

Matters of oversight:

- independent medical review guidelines feedback
- consideration of pain management intervention guidelines
- review of terminology of independent medical review guidelines
- review of the assessment of permanent impairment guidelines.

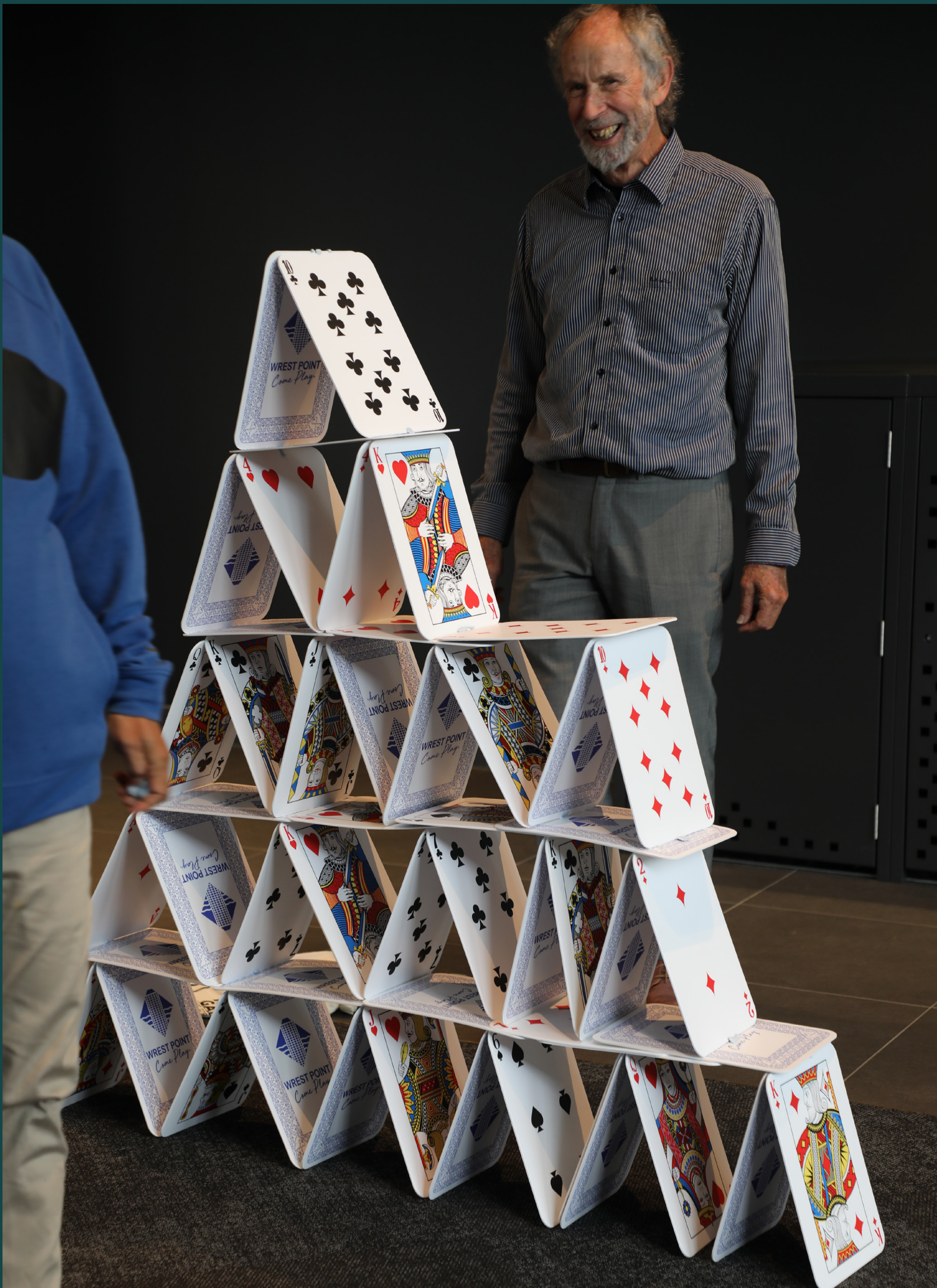
Rehabilitation Advisory Panel

Purpose: To assist the Rehabilitation and Compensation Committee by providing advice on matters including developments within the injury management profession and return to work.

Members: Julieann Buchanan (Chair); Derick Borean, Australian Rehabilitation Providers Association; Anne-Marie Dean, Tasmanian Association of Vocational Rehabilitation Providers; Julia Drew, Injury Management Coordinators Association of Tasmania (commenced 12 January 2023); Dr Boris Fedoric, Australian Society of Rehabilitation Counsellors; Professor Angela Martin, academic representative working in the area of vocational rehabilitation nominated by the University of Tasmania.

Matters of oversight:

- injury management co-ordinator training project
- post traumatic stress disorder project feedback
- workplace rehabilitation provider accreditation program.


WREST POINT
Come Play

Tables of attendance

Board Members and Attendance

Member	9 Aug 2023	27 Sep 2023	3 Nov 2023	13 Dec 2023	21 Feb 2023	17 Apr 2024	6 May 2024	26 Jun 2024
Ginna Webster, Chair (Appointed September 2018)	✓	✓	✓	✓	✓	✓	✓	✓
Julieann Buchanan (Appointed 23 January 2018)	✓	✓	✓	✓	✓	✓	✓	✓
Sofia Mavratzas (Appointed 23 January 2018)	✓	✓	✓	✓	✓	✓	✓	✓
Jessica Munday (Appointed 23 January 2018)	✓	✓	✗	✓	✓	✓	✓	✓
Robert Walters (Re-appointed 23 January 2018)	✓	✓	✓	✓	✓	✓	✓	✓
Graham Wood (Appointed 23 January 2018)	✓	✓	✓	✓	✓	✓	✓	✓

With the exception of the Chair, whose position is ex-officio Secretary of the Department of Justice, members are appointed for three year terms. Current terms were extended under the *Acts Interpretation Act 1931* to allow the independent review of the Board to be conducted and acted upon.

Governance and Audit Committee Members and Attendance

Member	2 Aug 2023	22 Nov 2023	8 May 2024
Graham Wood, Chair	✓	✓	✓
Sofia Mavratzas	✓	✓	✓
Jessica Munday	✓	✓	✓

Legislative Review Advisory Committee Members and Attendance

Member	1 August 2023	22 November 2023	8 May 2024
Graham Wood, Chair	✓	✓	✓
Alison Clues	✓	✓	✓
Ginna Webster	✗	✓	✓

Work Health and Safety Committee Members and Attendance

Member	2 Aug 2023	22 Nov 2023	19 Mar 2024	26 Mar 2024	12 Jun 2024
Julieann Buchanan, Chair	✓	✓	✓	✓	✓
Jessica Munday	✓	✓	✓	✗	✓
Robert Walters	✓	✓	✓	✓	✓

Rehabilitation and Compensation Committee Members and Attendance

Member	20 Sep 2023	13 Mar 2024	12 Jun 2024
Julieann Buchanan, Chair	✓	✓	✓
Sofia Mavratzas	✓	✓	✓
Robert Walters	✓	✓	✓

Medical Advisory Panel Members and Attendance

Member	1 Aug 2023	20 Sep 2023	13 Mar 2024
Robert Walters, Chair	✓	✓	✓
John Saul	✓	✓	✓
Peter Sharman	✓	✓	✓
Mark Spearpoint	✓	✓	✓

Rehabilitation Advisory Panel Members and Attendance

Member	20 Sep 2023	13 Mar 2024
Julieann Buchanan, Chair	✓	✓
Derick Borean	✓	✓
Anne-Marie Dean	✓	✓
Julia Drew	✓	✓
Boris Fedoric	✓	✓
Angela Martin	✓	✓

Structure of the Board Committees and Panels

- WorkCover Board Tasmania
  - Governance and Audit Committee
  - Legislative Review and Advisory Committee
  - Rehabilitation and Compensation Committee
    - Medical Advisory Panel
    - Rehabilitation Advisory Panel
  - Work Health and Safety Committee

Board achievements

In 2023–24, the Board's key achievements delivered by WorkSafe included:

- providing information, advice and education to employers and workers through the Advisory Service, events such as WorkSafe Month and the Safe Bodies Safe Minds Expo, and Workplace Issues magazine
- supporting healthier, safer and productive workplaces through the Healthier Safer and Productive Workplaces Grants Program
- analysing data and trends to inform decision making and future strategies, including the annual industry snapshots, which provide safety performance data and existing and emerging trends for Tasmanian industry
- implementing a new contemporary accreditation framework for workplace rehabilitation providers to deliver workplace rehabilitation services in Tasmania
- implementing new workers compensation claim forms and workers compensation medical certificates to improve the accessibility of information and increase the quality of information collected
- completing the Post-Traumatic Stress Disorder (PTSD) project which provided general practitioners with resources to support the diagnosis, treatment, and management of PTSD; and improving workers compensation data management through the collection of knowledge on secondary injuries in Tasmania
- developing comprehensive recommendations to improve the workers compensation scheme as it applies to the Tasmanian State Service informed by the lived of experience of Tasmanian public sector workers
- providing employers, workers and the community better information about the health risks associated with exposure to respirable crystalline silica, and the best practice approaches to manage those risks.

WorkSafe supports the Board's functions to oversee the workers compensation scheme and ensure effective injury management in Tasmania.

Accreditation Framework for Workplace Rehabilitation Providers

A new framework for accrediting workplace rehabilitation providers (WRPs) was implemented in July 2023. This followed an extensive stakeholder consultation and review process conducted by the Board, which accredits WRPs operating in the Tasmanian workers compensation scheme.

The new framework has a contemporary accreditation process for WRPs, ensuring WRPs operating within the Tasmanian scheme are following best practice and ultimately providing the best possible service for workers with an injury.

Individuals providing workplace rehabilitation services are now required to acquire and maintain full membership, accreditation or registration with an approved professional association or the Australian Health Practitioners Regulation Agency registration board. These changes will ensure professionals are undertaking regular professional development. The new framework also recognises chiropractors and osteopaths, meaning they can deliver certain workplace rehabilitation services.

Advisory, Information and Education Services Grants

The Board continued to fund two independent service providers:

- Worker Assist Tasmania, which provides a free service to support workers navigating the workers rehabilitation and compensation process. Find out more by going to **workerassist.org.au** or by calling 6216 7677.
- The Tasmanian Chamber of Commerce and Industry's Work Health and Safety Advisory Service, which provides advice, information and education to businesses on work health and safety.

2023 Safe Bodies, Safe Minds Annual Conference

Over 400 people attended the Safe Bodies, Safe Minds Conference, held on 26 July 2023 at Launceston's Hotel Grand Chancellor and online.

The conference presented a stimulating program of keynote speakers and presentations covering work health and safety, mental health and wellbeing, and workers compensation and return to work.

The conference was an opportunity for participants to be challenged by a program of keynote speakers and presentations covering work health and safety, mental health and wellbeing, and workers compensation and return to work.

Keynote speakers and their presentations were:

- Karen Maher, Senior WHS Consultant at SmartCulture: 'Workplace bystanders: Putting a stop to poor behaviours for good'
- Natalee Johnston, Director and Consultant at Skilful Decisions: 'Understanding why: The human factor'
- Robyn Pearce, Executive Director at WorkSafe: 'Regulator's update'
- Dr Polly McGee, Author, trauma-trained leadership consultant and psychotherapist: 'Trauma-informed leadership: Leading your people and teams safe and well'
- Scott Roth, Head Coach of the Tasmania JackJumpers: 'Safe bodies, safe minds through a sporting lens'.

WorkSafe Tasmania Month

WorkSafe Month continues to evolve to meet the information needs and wants of employers and workers.

Over the years, WorkSafe Month has successfully helped workers, managers and employers learn how to manage workplace hazards, comply with the laws, understand their rights and responsibilities, manage positive return to work outcomes, and become healthier too. This year was no exception.

With the theme 'Safe Bodies, Safe Minds', WorkSafe Month 2023 saw expert speakers, business leaders, and health and safety professionals deliver webinars on work health and safety, wellbeing, mental health, injury management and return to work.

Offering online and in-person events allows people, no matter where they are based, greater choice in how they participate in the Month.

There were 12 webinars and 31 in-person events in the program, and nearly 2,400 registered to attend an event. There were registrations not just from Tasmania, but nationwide as well. Feedback received from presenters and participants has been overwhelmingly positive.

Ongoing collaboration with stakeholders has been the key to the success of WorkSafe Month.

Better Work Tasmania Networking Forums

The Better Work Tasmania program provides free forums to industry to improve work health and safety performance and better return to work outcomes. These forums are an opportunity for people to meet industry leaders and others in their field or area of interest, and discuss safety challenges and solutions.

The Better Work Tasmania program has been running since 2015. It ensures the Board is able to support the improvement of work health and safety performance across the state, and deliver better return to work outcomes for injured workers. These forums are free and promoted through WorkSafe's subscriber databases, social media platforms and website.

In 2023–24, there were two forums:

- Safe Bodies, Safe Minds in the building and construction industry: This forum was held as part of Tradies National Health Month in August 2023 in collaboration with Cancer Council Tasmania. It focused on improving tradies' health with expert advice to improve physical and mental wellbeing, ensuring they have the right tools for the job, and finding the safest way to do their job. The forum included presentations from the Australian Physiotherapy Association and WorkSafe's Advisory Service, and a Q&A discussion with Speakup StayChatTY founder Mitch McPherson.
- Mine safety, introduction to bullying and harassment: This forum was Presented by FEFO Consulting for the Institute of Quarrying Australia and held on 27 September 2023. It provided a balanced approach to preventing and responding to bullying and harassment in the mining industry; and outlined basic principles of bullying and harassment to raise awareness and build a psychologically safe work environment. Eighteen operators, supervisors and managers from the mining sector attended the forum in Tullah.

Healthier Safer and Productive Workplaces Grants Program

The Healthier, Safer and Productive Workplaces Grants Program provides grants for innovative solutions that create safe and healthy Tasmanian workplaces. In 2022, the Board announced the successful grant recipients:

- The University of Tasmania: Improving return to work outcomes for workers experiencing mental health conditions program. This initiative seeks to improve the return to work experiences and outcomes for workers returning to work after experiencing a mental health condition, with a particular focus on those employed in health care, social assistance and community services.
- Spring Bay Distillery: Reducing working at heights risk. Spring Bay Distillery has developed a program to identify hazards across all areas of its manufacturing process to reduce risk of harm to its workers.

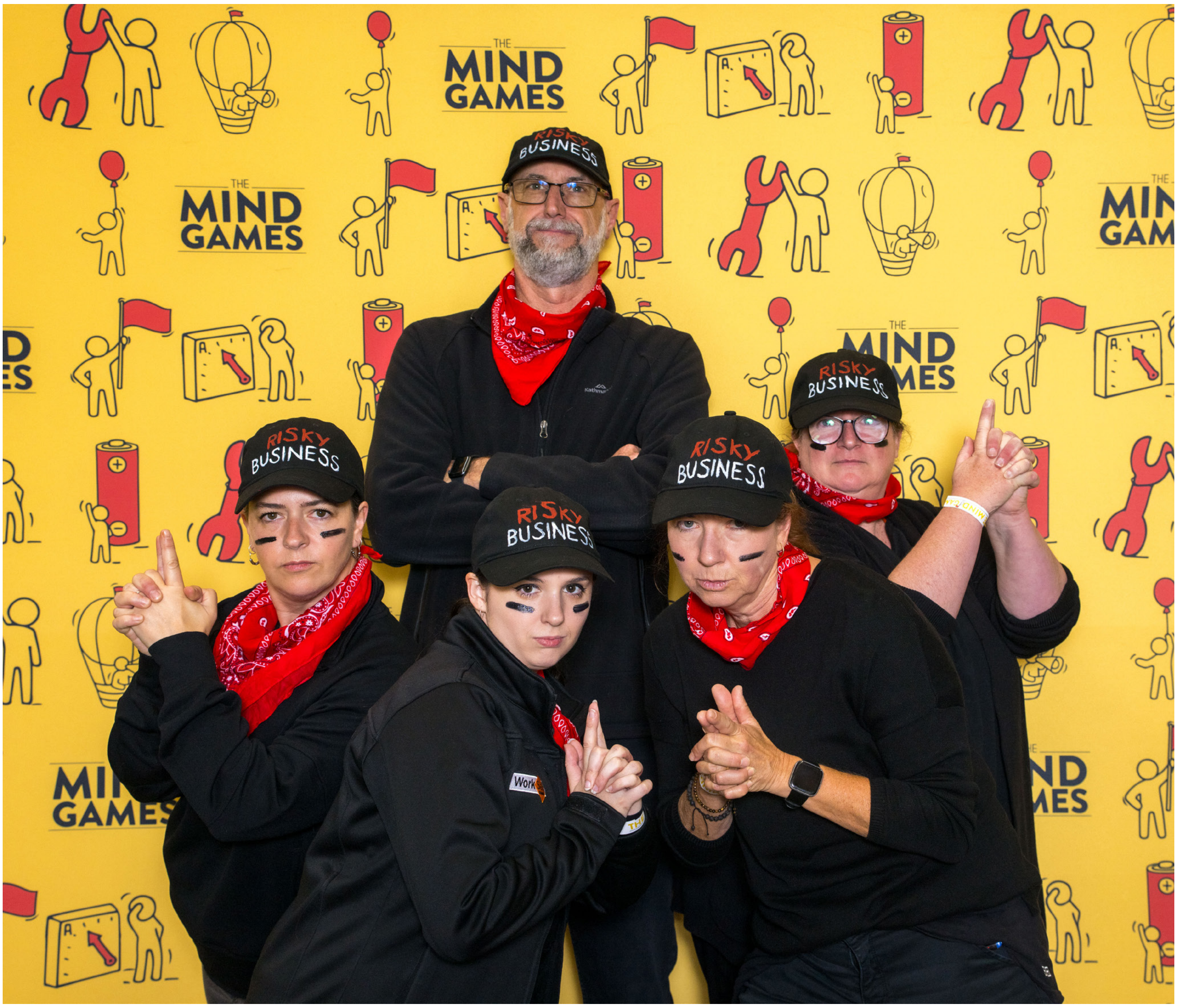
Both grants were finalised in 2024, with project objectives achieved.

The Mind Games 2024

The Board was once again the gold sponsor of The Mind Games. The Mind Games is a fun, action-packed event held on 9 May 2024. Profits raised from the event fund research into workplace mental health at the Menzies Institute for Medical Research.

This year, 50 corporate teams of five people were put through their paces in ten fun challenges.

The Mind Games is a test of general skills, creativity and above all, team work rather than physical skill. It helps build and promote mentally healthy workplaces while raising money for critical research into the prevention and treatment of mental health problems.



Advisory Service

The Board established the Advisory Service in 2007 as part of its strategy to improve work health and safety through providing consultative, educative, informative and advisory initiatives.

This year, the Advisory Service continued to build its reputation as a valued and trusted source of free work health and safety information for small and medium-sized businesses. Visits are free of charge and available to all small and medium-sized businesses.

Small business (employing less than 20 people) accounts for 97 percent of businesses in Tasmania (figure: Business Tasmania), and one in six workplace injuries occur in small business.

Small business employers and managers can face challenges when it comes to safety, including finding the resources to create plans and systems to support safe and healthy workplaces — and ultimately, to prevent injury and illness.

Stepping in to provide that support is the trusted team of the Advisory Service. The Advisory Service's primary role is to improve the safety and health performance of small and medium sized businesses, providing advice that is practical and relevant to each business. The service is mainly delivered through workplace visits, where an experienced Advisor visits a business and provides one-on-one advice to the business owner or manager. After the initial visit, the Advisor provides a written report of their observations and identified areas of improvement.

In 2023–24, the Advisory Service made 859 visits engaging closely with 290 of these. Advisors made 33 educational presentations to workplaces engaging with almost 1,000 individual workers, managers and officers about their roles and responsibilities. Advisors also participate in presentations, trade shows and conferences, and community events. The Advisory Service engaged at rural shows such as Agfest and the King Island and Flinders Island shows.

The Advisory Service also recognises the importance of empowering the next generation of workers about their workplace safety rights and responsibilities. Advisors presented to over 1,000 students across 26 schools, colleges, TasTAFE and the University of Tasmania; and to new workers from employment or labour hire agencies. These sessions prepare future new and young workers for a safer and healthier working life.

Helpline

The Helpline is the telephone and email information centre for the Board and WorkSafe. It is the first point of contact for people seeking information from WorkSafe and the Board, most commonly on workers rehabilitation and compensation, dangerous goods and long service leave.

Helpline operators respond to requests for information immediately wherever possible, while matters requiring further research are directed to other parts of WorkSafe or to the Board.

In 2023–24, Helpline inspectors answered 9,170 phone calls and sent and received 3,442 emails. The Helpline also logs notifiable incidents and complaints that are referred to the Inspectorates for response, recording 827 incident notifications (of which 734 met the statutory definition of a notifiable incident) and 640 complaints this year.

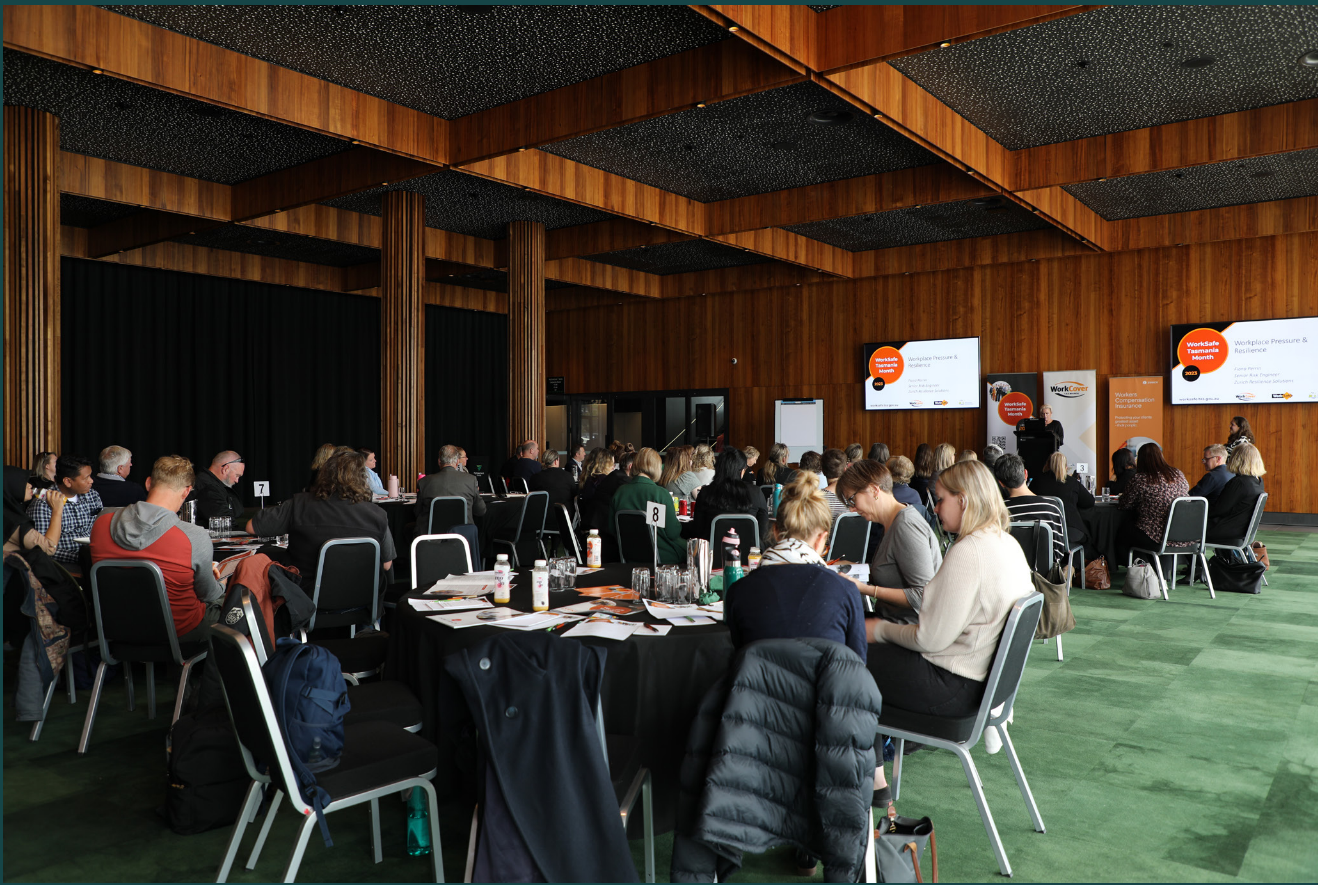
Projects and Emerging Risks

The Board established the dedicated Projects and Emerging Risks function within WorkSafe in 2021–22, in recognition that WorkSafe delivers key project initiatives on behalf of the Board.

In 2023–24, five permanent project managers were recruited to WorkSafe to support the implementation of the new Strategic Plan, and to promote a formal project management approach into managing these Board-funded projects.

Projects progressed during in 2023–24 were:

- Electronic Claims and Medical Certificate Project
- Post-Traumatic Stress Disorder Project
- Improving Injury Outcomes Project
- Silica and Dust Diseases Project
- Workplace Mental Health Framework Project.


WorkSafe Tasmania Month
2023
Workplace Pressure & Resilience
Fiona Perrin
Senior Risk Engineer
Zurich Resilience Solutions
worksafe.tas.gov.au
WorkCover Tasmania
Workers Compensation Insurance

Electronic Claims and Medical Certificate Project

The Board is now applying more contemporary information collection methods to the workers compensation claim process. This work included revising the workers compensation claim forms and workers compensation medical certificates to improve the accessibility of information and increase the quality of information collected.

In February 2024, the Board released a new Workers Compensation Claim Form, a new Dependants of Deceased Workers Claim Form, and a new Workers Compensation Certificate of Capacity (medical certificate) for use in Tasmania. The updated fillable PDF forms replaced the former paper-based forms. Notably this new medical certificate will focus on the 'capacity' of a person who has suffered a workplace injury, rather than 'incapacity', adopting a more contemporary approach to injury management that better aligns with the objectives of the workers compensation laws to promote return to work.

The new documents were developed in consultation with insurers, medical practitioners, rehabilitation providers, lawyers, workers, unions, employers and the Tasmanian Civil and Administrative Tribunal. They have been simplified, streamlining the information to make it easier for workers and dependants to complete. A review of the new Certificate of Capacity will be conducted to identify whether any further refinements are necessary.

The new documents are available on WorkSafe's website at **worksafe.tas.gov.au**. Printable versions remain available so they are accessible to those who do not have online access.

Phase 2 was the planned build of a fully digital solution for the workers compensation claims process. In June 2024, the Board decided to pause the planned Phase 2 of the project due to advice on the growing cybersecurity risks associated with developing the planned workers compensation claim digital solution. This is because people's personal health data is highly sought by cyber-criminals. This work may be reinstated in future if the emerging security risks can be appropriately managed.

Post-Traumatic Stress Disorder Project

This year saw the completion of the Post-Traumatic Stress Disorder (PTSD) project. This was delivered in collaboration with Phoenix Australia, Australia's leading experts in post-traumatic mental health.

The project provided general practitioners (GPs) with resources and professional development opportunities to support the diagnosis, treatment and management of PTSD, so they can better support patients suffering from PTSD.

PTSD-specific guidance material was developed to support GPs and workers to accurately complete workers compensation documentation. This was complimented with resources to enhance awareness and support for PTSD. These are available at WorkSafe's website at **worksafe.tas.gov.au/ptsd**.

Through this work, Tasmania became one of the first Australian jurisdictions to establish a definition of secondary injury for reporting purposes. This means that WorkSafe will collect workers compensation data to improve knowledge about secondary injury claims in Tasmania. It is anticipated that this knowledge will enable better data analysis to improve outcomes for all scheme participants.

Improving Injury Outcomes Project

A deep dive into the Tasmanian State Service (TSS) workers compensation data across 2019–22 identified concerning trends: an increasing number of TSS workers are experiencing injuries at work, and the duration and cost of workers compensation claims is increasing. In response, the Board funded the Improving Injury Outcomes in the TSS Project to better understand the issues involved, including culture, systems and processes.

Central to the project was gathering the lived experience of people who have suffered injuries associated with their public service. In collaboration with the University of Tasmania, interviews were conducted with 16 current or former TSS workers who had been involved in workers compensation while employed by the Departments of/for Health, Education Children and Young People, Police Fire and Emergency Management, and Justice.

The interviews revealed that workers' experiences could have been improved by providing more information and handling communication differently throughout the process; treating workers with more empathy and giving them a greater sense of agency; increasing the capabilities of workplace managers and supervisors to support workers; and case managers and direct managers consistently embracing holistic case management and a flexible, proactive approach to help workers return to working.

The University of Tasmania completed a literature review. This confirmed that the policy-setting framework is a key factor that can negatively influence people, including the approach taken to interacting with workers in the unfamiliar situation that is workers compensation.

A workshop was held with injury management representatives from the in-scope TSS agencies and representatives of relevant worker unions. Workshop participants were presented with key findings from the worker interviews, the completed literature review, and an in-person explanation of 'It Pays to Care' by Dr Mary Wyatt of the Australasian Faculty of Occupational and Environmental Medicine. Participants then generated practical suggestions to improve the experience and outcomes of workers with injuries in the TSS.

Silica and Dust Diseases Project

The objective of the Silica and Dust Diseases project was to provide employers, workers and the community with better information about the health risks associated with exposure to silica and dust in workplaces and the best practice approaches to reduce those risks; and how to comply with new regulations.

In 2024 the project launched a public awareness campaign with the key message 'Silica dust has no obvious signs'. The WorkSafe website was updated at **worksafe.tas.gov.au/silicasafe**, and new guidance materials were produced for the construction, mining and quarrying industries.

The final element of this project is three interactive learning modules to support workers in the construction, mining and quarrying industries. These modules aim to increase awareness of silica dust hazards in the workplace and help reduce the risks. They will be available free of charge on the WorkSafe website at **worksafe.tas.gov.au/silicasafe**.

The campaign and resources coincide with the ban on the use of engineered stone (which come into effect in Tasmania on 1 July 2024), and stricter controls on processes all high risk respirable crystalline silica products (which come into effect in Tasmania on 1 September 2024).

Workplace Mental Health Framework

Tasmanians have the highest rate of long-term mental health conditions in the country. This demonstrates the need for practical measures to improve the health and wellbeing outcomes of all Tasmanians. It has been shown that ensuring prevention, promotion and responses to mental health in workplaces supports mentally healthy workplace culture.

This project is led by WorkSafe in collaboration with the Department of Health (Community, Mental Health and Wellbeing) and key stakeholders.

It will establish a consistent and integrated approach to mentally healthy workplaces in Tasmania, and will result in a framework and action plan. This will be achieved through collaboration between government and regulators and businesses, unions, workers and research institutions, to promote best practice workplace mental health and safety in Tasmania.

Industry snapshots

The Industry Snapshots provide performance data and trends for each industry group across Tasmania. They identify and focus on emerging or existing safety issues; and compare most current safety performance relative to previous years and where applicable, to other industries across Tasmania. They have been produced since 2018. The reports and posters are available at **worksafe.tas.gov.au/snapshots.**

8,177
injuries in Tasmania
in 2023*

10.6
serious injuries per million hours worked in 2023

Serious injury frequency rate increased slightly over the last ten years

Occupations with the highest percentage of serious injuries:

12 % Miscellaneous Labourers

10 % Personal Carers and Assistants

5% Cleaners and Laundry Workers

35% of serious injuries in 2023 were caused by
body stressing injuries

* Injury and claim numbers reported in this report differ due to a number of factors. Injury numbers are based on the date that the injury occurred and includes injuries that occurred in the calendar year 2023. Claim numbers are based on the date a claim was lodged following an injury and includes claims lodged in the financial year 2023-24.

Appendices

Appendix One: Contracts

Information required under the *Financial Management Act 2016* for contracts awarded in 2023–24.

Summary of participation by local business for 2023–24 (for contracts including consultancies) and tenders greater than $50,000

Total number of contracts/grants awarded	6
Total number of contracts/grants awarded to Tasmanian businesses	5
Total value of contracts awarded in 2023–24	$624,246
Total value of contracts awarded to Tasmanian businesses in 2023–24	$570,126
Total number of tenders called and written quotation processes run	3
Total number of bids and/or written quotations received	11
Total number of bids and/or written quotations received from Tasmanian businesses	6

Current contracts (including consultancies) with a value greater than $50,000

Name of Contractor	Location of Contractor	Description of Contract	Period of Contract	Total value of Contract
2PM Services	Hobart, TAS	Business analysis services: Post Traumatic Stress Disorder Project	27 November 2023 to 30 April 2024	$76,230
		Project management services: Silica and Dust Diseases Project	16 August 2023 to 21 December 2023	$52,272
		Project management services: Project Management Framework Project	8 April 2024 to 30 June 2024	$123,817
Healthcare Management Advisors Pty Ltd	Melbourne, VIC	Formative evaluation of Workers Compensation Certificate of Capacity	7 August 2023 to 2 August 2024	$54,120
Menzies institute for Medical Research, University of Tasmania	Hobart, TAS	Develop research tool and provide baseline data: Tasmanian Workplace Mental Health Framework	1 May 2024 to 1 May 2025	$267,807
Scyne Advisory (previously known as Pricewaterhouse Coopers)	Sydney, NSW	Actuarial services	1 July 2019 to 30 June 2022	$778,723
			Contract extended to 30 June 2023	$286,586
			Contract extended to 30 June 2024	$300,914

Current contracts (including consultancies) with a value greater than $50,000

The20 Pty Ltd	Hobart, TAS	Marketing and advertising services	1 February 2021 to 31 January 2024	$500,000
			Contract extended to 31 January 2025	$150,000
The State of Queensland (acting through the Office of Industrial Relations)	Brisbane, QLD	Provision of a platform and access to a psychosocial risk assessment survey	March 2021 to March 2026	$100,000
Timmins Ray	Hobart, TAS	Stakeholder audit: silica dust disease awareness	11 January 2023 to 30 January 2024	$50,000

Advisory, Information and Education Services Grants

Current grants (all based in Tasmania)

Name of recipient	Description	Period	Total value
Tasmanian Chamber of Commerce and Industry Limited*	Advisory Services	1 July 2020 to 30 June 2021	$350,000
		Contract extended to 30 June 2022	$350,000
		Contract extended to 30 June 2023	$350,000
		Contract extended to 31 December 2023	$175,000
		Contract extended to 31 December 2024	$273,000
Worker Assist Tasmania Inc	Advisory Services	1 July 2020 to 30 June 2023	$1,464,341
		Contract extended to 31 December 2023	$249,066
		Contract extended to 31 December 2024	$561,177

Other Grants

All other current grants

Name of recipient	Location	Description	Period	Total value
Phoenix Australia Centre for Posttraumatic Mental Health Ltd	Carlton, VIC	Development, testing, implementation and maintenance of training program	19 December 2022 – 19 December 2027	$126,000
The Mind Games	Hobart, TAS	Sponsorship agreement	27 March 2024 – 9 August 2024	$50,000
Tasmanian Trades Labor Council (Unions Tasmania)	Hobart TAS	Sponsorship agreement for the delivery of two full-day conferences for the health and safety representatives.	23 – 24 October 2023	$55,085
University of Tasmania	Hobart, TAS	Healthier, Safer and Productive Workplaces Grant Program	15 August 2022 – 30 January 2024	$98,685

Appendix Two: Right to Information

The Board can receive applications under the *Right to Information Act 2009*. This year:

- no applications for assessed disclosure were received
- no applications for assessed disclosure were determined
- a number of applications were dealt with by way of active, rather than assessed, disclosure.

The Board continues to adopt the Department of Justice's policies and procedures in this area. To view these, go to **justice.tas.gov.au** and search for 'RTI'.

Appendix Three: Public Interest Disclosure

In accordance with section 86 of the *Public Interest Disclosures Act 2002*, the Board advises that this year:

- no public interest disclosures were investigated by the Board
- no disclosure matters were referred to the Board by the Ombudsman
- no disclosure matters were referred by the Board to the Ombudsman to investigate
- no investigations of disclosed matters were taken over by the Ombudsman from the Board
- there were no disclosed matters that the Board decided not to investigate
- there were no disclosed matters that were substantiated on investigation as there were no disclosed matters
- the Ombudsman made no recommendations under the Act that relate to the Board. The Board continues to adopt the Department of Justice's procedures in this area.

To view these, go to **justice.tas.gov.au** and search for 'public interest procedures'.

Appendix Four: Scheme Performance

Introduction

The Tasmanian workers compensation scheme is a privately underwritten scheme, operating on a no-fault basis under the Workers Rehabilitation and Compensation Act 1988.

Under the Act, employers are required to take out a workers compensation insurance policy with a licensed insurer. A licensed insurer is licensed by the WorkCover Tasmania Board to insure Tasmanian employers' workers compensation liabilities. Alternatively, employers may apply to the Board to be granted a permit to self-insure their workers compensation liabilities.

This Tasmanian Government established the Tasmanian Risk Management Fund (TRMF) in 1989 to, amongst other things, meet the cost of workers compensation claims of employees of government agencies, and in effect operates as a self-insurer.

The Scheme Performance Report 2023-24 is a statistical report providing details of the performance of various aspects of the workers compensation scheme. The assessed performance of the scheme detailed in the scheme report card is calculated by the scheme actuary.

Total Claims Reported

There were 8,082 new claims reported in 2023-24. This is 203 more claims than at the end of June 2023 (7,879). The number of claims reported to the end of June 2024 is 57 (1%) fewer than the scheme actuary projection of 8,139 reported claims for 2023-24.

Total Payments Reported

Claim payments in 2023-24 totalled $298.1m. This is 25% ($60m) more than for the same time in 2022-23 ($238.1m). The $298.1m paid to the end of June 2024 is 19% higher than the scheme actuary projection ($249.7m).

Payment Types

Of the total $298.1m reported in claim payments in 2023-24, the largest proportion was in weekly compensation payments which accounted for around $118.5m, or 40% of the total value of payments.

Lump sum payments accounted for $91.2m or 31% of the total; medical and related payments for $64m or 21% of the total; and legal and investigation payments made up 8% of the total or $24.4m.

Earned Premium Rate

The earned premium rate for 2023-24 is 2.24% of wages. This is 18% higher than the suggested rate of 1.9% and 2% higher than the 2022-23 rate of 2.2%.

Workers Compensation Fund Levy as a Percentage of Premium

Earned premiums of licensed insurers and the notional premiums of self-insurers and the Tasmanian State Service incur a levy, the monies from which are used to fund the WorkCover Tasmania Board's activities and the administration of the Workers Rehabilitation and Compensation Act 1988 for the year. The advanced levy rate for the 2023-24 year is 4.02% of premiums.

Written Premium Received

$290.8m in written premiums have been collected in 2023-24. This is 5% more than the $276.8m in premiums for 2022-23. The written premium pool is 11% higher than the suggested premium pool of $261.1m.

Statistics

8,082 claims reported*

Number of claims up 3% from 2022-23

$298 million in claim payments

Claim payments 25% higher than in 2022-23

7% more collected in written premiums than 2022-23

Health Care and Social Assistance reported the highest number of injuries

The most common type of injuries were musculoskeletal disorders

Mental stress was the cause of around of 12% of all injuries

Tasmanian State Service reported 21% of injuries

*Injury and claim numbers reported in this report differ due to a number of factors. Injury numbers are based on the date that the injury occurred and includes injuries that occurred in the calendar year 2023. Claim numbers are based on the date a claim was lodged following an injury and includes claims lodged in the financial year 2023-24.

Report Card

WORKCOVER BOARD
Tasmania

	2022/23 Actual	2023/24 Expected	2023/24 Actual	2023/24 Actual – Exp
Earned Wages ($m)[1]				
Insurer	12,684.9	13,525.9	13,851.3	325.4
Self Insurer	481.2	509.1	546.9	37.8
TSS	3,427.4	3,737.9	3,690.4	-47.5
Scheme	16,593.5	17,772.9	18,088.7	315.7
Number of Claims Reported				
All Claims				
Insurer	6,045	6,194	6,170	-24
Self Insurer	161	155	193	38
TSS	1,673	1,791	1,719	-72
Scheme	7,879	8,139	8,082	-57
Total Claim Payments ($m)				
Insurer	143.8	151.2	173.3	22.1
Self Insurer	8.9	7.8	11.3	3.4
TSS	85.4	90.7	113.6	22.9
Scheme	238.1	249.7	298.1	48.4
Weekly Benefits				
Lost Time Claims Reported				
Insurer	4,036	4,271	4,438	167
Self Insurer	104	108	144	36
TSS	1,079	1,179	1,145	-34
Scheme	5,219	5,558	5,727	169
Weekly Benefit Payments ($m)				
Insurer	48.1	49.7	58.1	8.4
Self Insurer	3.0	2.8	3.5	0.7
TSS	44.7	48.3	56.9	8.6
Scheme	95.8	100.8	118.5	17.7
Lump Sum Benefits				
Lump Sum Claims				
Insurer	364	370	403	33
Self Insurer	24	17	23	6
TSS	87	90	112	22
Scheme	475	477	538	61
Lump Sum Benefit Payments ($m)				
Insurer	43.9	47.2	54.6	7.5
Self Insurer	2.7	2.3	3.1	0.8
TSS	20.2	20.9	33.5	12.5
Scheme	66.7	70.4	91.2	20.8
Medical & Related Benefit Benefits				
Insurer	37.1	39.7	43.1	3.4
Self Insurer	2.2	1.9	3.3	1.3
TSS	15.9	16.8	17.7	0.9
Scheme	55.2	58.4	64.0	5.7
Legal & Investigation Payments				
Insurer	14.7	14.6	17.5	2.8
Self Insurer	1.0	0.8	1.4	0.6
TSS	4.6	4.8	5.5	0.8
Scheme	20.3	20.2	24.4	4.2
Insurer Earned Premium Rate[1]	**2.20%**		**2.24%**	

Note: all payments are shown in original values in the above table. However, we often quote amounts in 30 June 2024 values in the Scheme Review report. 1 Adjusted for the expected movement from estimated initial to final

Tasmanian Audit Office

Independent Auditor's Report

To the Members of Parliament

WorkCover Tasmania Board

Report on the Audit of the Financial Report

Opinion

I have audited the financial report of WorkCover Tasmania Board (the Board), which comprises the statement of financial position as at 30 June 2024, statements of comprehensive income, changes in equity and cash flows for the year then ended, notes to the financial statements, including a summary of significant accounting policies and the statement of certification signed by Members of the Board (the Members).

In my opinion, the accompanying financial report:

(a) present fairly, in all material respects, the financial position of the Board as at 30 June 2024 and its financial performance and its cash flows for the year then ended

(b) is in accordance with the *Audit Act 2008* and Australian Accounting Standards.

Basis for Opinion

I conducted the audit in accordance with Australian Auditing Standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of my report. I am independent of the Board in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to my audit of the financial report in Australia. I have also fulfilled my other ethical responsibilities in accordance with the Code.

The *Audit Act 2008* further promotes the independence of the Auditor-General. The Auditor-General is the auditor of all Tasmanian public sector entities and can only be removed by Parliament. The Auditor-General may conduct an audit in any way considered appropriate and is not subject to direction by any person about the way in which audit powers are to be exercised. The Auditor-General has for the purposes of conducting an audit, access to all documents and property and can report to Parliament matters which in the Auditor-General's opinion are significant.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Responsibilities of the Members for the Financial Report

The Members are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards and the financial reporting requirements of the *Audit Act 2008* and for such internal control as determined necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the Members are responsible for assessing the Board's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Board is to be dissolved by an Act of Parliament, or the Members intend to cease operations, or has no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

My objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial report.

As part of an audit in accordance with the Australian Auditing Standards, I exercise professional judgement and maintain professional scepticism throughout the audit. I also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Board's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Members .
- Conclude on the appropriateness of the Members' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Board's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify my opinion. My conclusion is based on the audit evidence obtained up to the

date of my auditor's report. However, future events or conditions may cause the Board to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with the Members regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

Stephen Morrison
Assistant Auditor-General
Delegate of the Auditor-General
Tasmanian Audit Office

12 September 2024
Hobart

WorkCover Tasmania Board

Financial Statements 2023-24

Table of Contents

Statement of Certification

The accompanying financial statements of WorkCover Tasmania are in agreement with the relevant accounts and records and have been prepared in compliance with under the provisions of the *Audit Act 2008* to present fairly the financial transactions for the year ended 30 June 2024 and the financial position as at end of the year.

At the date of signing, we are not aware of any circumstances which would render the particulars included in the financial statements misleading or inaccurate.

Kristy Bourne	Graham Wood
Chair, WorkCover Tasmania Board	Member, WorkCover Tasmania Board Chair, Governance and Audit Committee
11 September 2024	11 September 2024

Statement of Comprehensive Income for the year ended 30 June 2024

	Notes	2024 Actual $'000	2023 Actual $'000
Income from continuing operations			
Contributions	1.1	11 433	10 482
Interest	1.2	223	132
Other revenue	1.3	34	4
Total income from continuing operations		**11 690**	**10 618**
Expenses from continuing operations			
Attributed employee benefits	2.1	4 705	4 374
Amortisation	2.2	50	50
Supplies and consumables	2.3	1 924	1 486
Grants	2.4	871	949
Service and administration costs paid to Department of Justice	2.5	1 279	1 377
Expenses incurred by Workers Rehabilitation and Compensation Tribunal	2.6	2 055	1 787
Other expenses	2.7	806	595
Total expenses from continuing operations		**11 690**	**10 618**
Net result		-	-
Comprehensive result		-	-

This Statement of Comprehensive Income should be read in conjunction with the accompanying notes.

Statement of Financial Position as at 30 June 2024

	Notes	2024 Actual $'000	2023 Actual $'000
Assets			
Financial assets			
Cash and deposits	7.1	5 663	4 155
Non-financial assets			
Intangible assets	4.1	50	100
Total assets		**5 713**	**4 255**
Liabilities			
Payables	5.1	4 291	2 908
Attributed employee benefits	5.2	1 422	1 347
Total liabilities		**5 713**	**4 255**
Net assets		**-**	**-**
Equity			
Accumulated funds		-	-
Total equity		**-**	**-**

This Statement of Financial Position should be read in conjunction with the accompanying notes.

Statement of Cash Flows for the year ended 30 June 2024

	Notes	2024 Actual $'000	2023 Actual $'000
		Inflows (Outflows)	Inflows (Outflows)
Cash flows from operating activities			
Cash inflows			
Industry Contributions		12 797	10 085
Interest		223	132
Other cash receipts		34	4
Total cash inflows		**13 054**	**10 221**
Cash outflows			
Attributed employee benefits		(4 627)	(4 223)
Supplies and consumables		(1 963)	(1 424)
Grants		(871)	(974)
Administration costs paid to Department of Justice		(1 279)	(1 377)
Expenses incurred by Workers Rehabilitation and Compensation Tribunal		(2 055)	(1 787)
Other cash payments		(751)	(591)
Total cash outflows		**(11 546)**	**(10 376)**
Net cash from (used by) operating activities	7.2	**1 508**	**(155)**
Net increase/(decrease) in cash held and cash equivalents		**1 508**	**(155)**
Cash and deposits at the beginning of the reporting period		**4 155**	**4 310**
Cash and deposits at the end of the reporting period	7.1	**5 663**	**4 155**

This Statement of Cash Flows should be read in conjunction with the accompanying notes.

Statement of Changes in Equity for the year ended 30 June 2024

	Notes	Accumulated Funds $'000	Total equity $'000
Balance as at 1 July 2023		**-**	**-**
Total comprehensive result		-	-
Total		-	-
Balance as at 30 June 2024		**-**	**-**

	Notes	Accumulated surplus / (deficit) $'000	Total equity $'000
Balance as at 1 July 2022		**-**	**-**
Total comprehensive result		-	-
Total		-	-
Balance as at 30 June 2023		**-**	**-**

This Statement of Changes in Equity should be read in conjunction with the accompanying notes.

Further details on the calculation of equity are included in Note 1.1.

Notes to and forming part of the Financial Statements for the year ended 30 June 2024

Note 1 Revenue

Income is recognised in the Statement of Comprehensive Income when an increase in future economic benefits related to an increase in an asset or a decrease of a liability has arisen that can be measured reliably.

Income is recognised in accordance with the requirements of AASB 15 *Revenue from Contracts with Customers* or AASB 1058 *Income of Not-for-Profit Entities*, dependent on whether there is a contract with a customer defined by AASB 15.

1.1 Contributions

Funding of WorkCover Tasmania's Operations

As soon as it is practicable in respect of each financial year, the Board is obliged to estimate the amount of money required for the payment or discharge of expenses, charges and obligations of the Board and to estimate the amounts to be received by the Board. A recommendation is then made to the Minister of the rate to be levied on the premiums of licensed insurers and the notional premiums of self-insurers. The Minister sets the final levy rate each year based upon the Board's financial position and estimated financial obligations for the upcoming year. Due to the levy being set each year the Board and the Board's administrative arrangement with the Department of Justice for a number of services, including corporate services, the Board should always have sufficient funds to perform its functions.

An advance contribution or levy payable by insurers is determined by calculating the percentage that the budget of the Board bears to the Total Premium Income Pool and applying this percentage to the premium of each insurer. The amounts used for the Total Premium Income Pool and the premium of each insurer refer to the immediately preceding financial year.

Subsequent to the end of the financial year, and once the expenses of the Board and the actual premiums of licensed insurers and the notional premiums of self-insurers are known, a final apportionment of the Board's expenses for the year is made.

2023-24 Contributions Determination

Income for the financial year ending 30 June 2024 includes the final determination, under the terms of the *Workers Rehabilitation and Compensation Act 1988*, of contributions from licensed insurers and self-insurers for 2023-24.

As detailed, the Board is funded by contributions from licensed insurers and self-insurers with the contributions based on an estimate of the amount of money required for the payment or discharge of expenses, charges and obligations of the Board. The Board does not accumulate surpluses, with the necessary adjustment made to Contributions revenue to reflect this. The adjustment is recognised as an accrual refund for contributions in Note 5.1.

	2024 **$'000**	**2023** **$'000**
Levies	12 797	10 085
Transfer to Accrual Refund for Contributions	(1 364)	397
Total	**11 433**	**10 482**

1.2 Interest

Interest is earned on the trust account balance and is credited to revenue as it accrues using the effective interest method.

1.3 Other Revenue

Other revenue represents proceeds from fines issued under the *Work Health and Safety Act 2012* and *Workers Rehabilitation and Compensation Act 1988*, and other sundry sources of revenue. Revenue is recognised on satisfaction of performance obligations or on issuance of a fines notice.

	2024 $'000	2023 $'000
Contributions	30	-
Fees and fines	4	4
Total	**34**	**4**

In 2023-24, additional revenue was received for a Contribution toward the research into the Workplace Mental Health Framework.

Note 2 Expenses

Expenses are recognised in the Statement of Comprehensive Income when a decrease in future economic benefits related to a decrease in an asset or an increase of a liability has arisen that can be measured reliably.

2.1 Attributed Employee Benefits

Attributed employee benefits include, where applicable, entitlements to wages and salaries, annual leave, sick leave, long service leave, superannuation and any other post-employment benefits.

	2024 $'000	2023 $'000
Wages and salaries	4 045	3 723
Superannuation – defined contribution scheme	604	515
Superannuation – defined benefit scheme	34	19
Other employee expenses	22	117
Total	**4 705**	**4 374**

Superannuation expenses relating to defined benefits schemes relate to payments into the Consolidated Fund. The amount of the payment is based on an employer contribution rate determined by the Minister, on the advice of the State Actuary. The current employer contribution is 12.95 per cent (2022-23: 12.95 per cent) of salary.

Superannuation expenses relating to defined contribution schemes are paid directly to the relevant superannuation fund at a rate of 11 per cent (2022-23: 10.5 per cent) of salary. In addition, the Board is required to pay into the Public Account a "gap" payment equivalent to 3.45 per cent (2022-23: 3.45 per cent) of salary in respect of employees who are members of the contribution schemes.

2.2 Amortisation

All intangible assets having a limited useful life are systematically amortised over their useful lives reflecting the pattern in which the asset's future economic benefits are expected to be consumed by the Board. Amortisation is provided for on a straight-line basis, using rates lives which are reviewed annually.

	Major amortisation rate	2024 $'000	2023 $'000
Intangibles	10 per cent	50	50
Total		**50**	**50**

2.3 Supplies and Consumables

	2024 $'000	2023 $'000
External Audit Fees	15	10
Internal Audit Fees	126	107
Advertising and promotion	664	445
Operating lease costs	27	27
Communications	35	29
Consultancies	258	279
Information technology	305	216
Printing	35	50
Travel and transport	103	62
Personnel expenses	71	46
Plant and equipment	9	12
Project management expenses	166	51
Library	70	82
Other supplies and consumables	41	70
Total	**1 924**	**1 486**

The external audit fee for 2023-24 is $15,000 ($10,000 for 2022-23).

2.4 Grants

Grant expenditure is recognised to the extent that:

- the services required to be performed by the grantee have been performed; or
- the grant eligibility criteria have been satisfied.

A liability is recorded when the Board has a binding agreement to make the grants but services have not been performed or criteria satisfied. Where grant monies are paid in advance of performance or eligibility, a prepayment is recognised.

2.5 Service and administration costs paid to Department of Justice

The Department of Justice provides administrative services to the Board. These services include corporate services, shared administration, and web services in addition to accommodation related costs (including lease, power and cleaning).

2.6 Expenses incurred by Workers Rehabilitation and Compensation Tribunal

The Workers Rehabilitation and Compensation Tribunal (now part of the Personal Compensation Stream of the Tasmanian Civil and Administrative Tribunal) is funded from the Workers Rehabilitation and Compensation Fund and is a statutory entity under the *Workers Rehabilitation and Compensation Act 1988 and Tasmanian Civil and Administrative Tribunal Act 2020* independent of the WorkCover Tasmania Board.

2.7 Other operating expenses

Other expenses from ordinary activities are recognised when it is probable that the consumption or loss of future economic benefits resulting in a reduction in assets or an increase in liabilities has occurred and can be reliably measured.

	2024 $'000	2023 $'000
Salary on-costs	84	75
Actuarial Services	315	259
Contribution to Safe Work Australia	266	235
Other operating expenses	141	26
Total	**806**	**595**

Note 3 Other Economic Flows Included in Net Result

Other economic flows measure the change in volume or value of assets or liabilities that do not result from transactions. The Board did not have any other economic flows during 2023-24.

Note 4 Assets

Assets are recognised in the Statement of Financial Position when it is probable that the future economic benefits will flow to the Board and the asset has a cost or value that can be measured reliably.

4.1 Intangible Assets

An intangible asset is recognised where:

- it is probable that an expected future benefit attributable to the asset will flow to the Board; and
- the cost of the asset can be reliably measured.

Intangible assets held by the Board are valued at cost less any accumulated amortisation and any accumulated impairment losses.

(a) Carrying amount

	2024 $'000	2023 $'000
Intangibles with a finite useful life		
Software at cost	1 120	1 120
Accumulated amortisation	(1 070)	(1 020)
Total Intangible assets	**50**	**100**

(b) Reconciliation of movements

2024	Software $'000	Total $'000
Carrying amount at 1 July	**100**	**100**
Amortisation expense	(50)	(50)
Carrying amount at 30 June	**50**	**50**

2023

Carrying amount at 1 July	**150**	**150**
Amortisation expense	(50)	(50)
Carrying amount at 30 June	**100**	**100**

Note 5 Liabilities

Liabilities are recognised in the Statement of Financial Position when it is probable that an outflow of resources embodying economic benefits will result from the settlement of a present obligation and the amount at which the settlement will take place can be measured reliably.

5.1 Payables

Payables, including goods received and services incurred but not yet invoiced, are recognised at amortised cost, which due to the short settlement period, equates to face value, when the Board becomes obliged to make future payments as a result of a purchase of assets or services.

	2024 $'000	2023 $'000
Trade Payables	-	-
Accrued expenses	89	72
Accrual Refund for Contributions (Note 1.1)	4 202	2 836
Total	**4 291**	**2 908**
Settled within 12 months	4 291	2 908
Total	**4 291**	**2 908**

Settlement of trade payables is usually made within 30 days.

5.2 Attributed Employee Benefits

Liabilities for wages and salaries and annual leave are recognised when the employee becomes entitled to receive the benefit. Those liabilities expected to be realised within 12 months are measured as the amount expected to be paid. Other attributed employee benefits are measured as the present value of the benefit at 30 June, where the impact of discounting is material, and at the amount expected to be paid if discounting is not material. The Board makes the assumption that all staff annual leave balances less than 20 days will be settled within 12 months, and therefore valued at nominal value, and balances in excess of 20 days will be settled in greater than 12 months and therefore calculated at present value.

A liability for long service leave is recognised, and is measured as the present value of expected future payments to be made in respect of services provided by employees up to the reporting date. The Board makes a number of assumptions regarding the probability that staff who have accrued long service leave, but are ineligible to take it will remain with the Board long enough to take it. For those staff eligible to take their long service leave, the Board assumes that they will utilise it evenly over the following ten years. All long service leave that will be settled within 12 months is calculated at nominal value and all long service leave that will be settled in greater than 12 months is calculated at present value.

	2024 $'000	2023 $'000
Accrued salaries	134	118
Annual leave	492	444
Long service leave	796	785
Total	**1 422**	**1 347**
Settled within 12 months	555	509
Settled in more than 12 months	867	838
Total	**1 422**	**1 347**

5.3 Superannuation

The Board does not recognise a liability for the accruing superannuation benefits of the Boards' employees. This liability is held centrally and is recognised within the Finance General Division of the Department of Treasury and Finance.

During the reporting period, the applicable percentage of salary in respect of contributory members of the Retirement Benefits Fund was paid to the Department of Treasury and Finance. The appropriate Superannuation Guarantee Charge was paid into the nominated superannuation fund in respect of non-contributors. Under these arrangements there is no further superannuation liability for the past service of employees.

Note 6 Commitments and Contingencies

6.1 Schedule of Operating Commitments

Commitments represent those contractual arrangement entered by the Board that are not reflected in the Statement of Financial Position.

	2024 $'000	2023 $'000
By type		
Lease Commitments held with Finance-General		
Motor vehicle fleet	52	20
Total commitments held with Finance-General	**52**	**20**
Other commitments		
Short term and/or low value leases	206	164
Other	1 329	1 449
Total other commitments	**1 535**	**1 613**
By maturity		
Lease commitments		
One year or less	19	20
From one to five years	33	-
Total lease commitments	**52**	**20**
Other commitments		
One year or less	1 402	1 335
From one to five years	133	278
Total other commitments	**1 535**	**1 613**
Total	**1 588**	**1 633**

The Board lease commitments include motor vehicles and information technology equipment leases. All amounts are shown inclusive of GST where applicable. Other commitments relate to actuarial services, communication services, education services over the life of the respective contracts and grants.

6.2 Contingent Assets and Liabilities

Contingent assets and liabilities are not recognised in the Statement of Financial Position due to uncertainty regarding the amount or timing of the underlying claim or obligation. The Board has no contingent assets or liabilities as at 30 June 2024.

Note 7 Cash Flow Reconciliation

Cash means notes, coins, any deposits held at call with a bank or financial institution, as well as funds held in the Specific Purpose Accounts held by the Department of Treasury and Finance. Deposits are recognised at amortised cost, being their face value.

7.1 Cash and Deposits

Cash and Deposits includes the balance of the Special Purpose Account, held by the Board, and any other cash held. The Board processes all transactions through a Special Purpose Account entitled S435 *Workers' Rehabilitation and Compensation Act 1988* Compensation Fund Account.

	2024 $'000	2023 $'000
Specific Purpose Account balance		
S435 - Workers' Compensation Act 1988 Compensation Fund Account	5 663	4 155
Total cash and deposits	**5 663**	**4 155**

7.2 Reconciliation of Net Result to Net Cash from Operating Activities

	2024 $'000	2023 $'000
Net result	-	-
Amortisation	50	50
Increase (Decrease) in Refunds to Contributions Accrual	1 364	(399)
Increase (decrease) in Creditors and Accrued Expenses	17	41
Increase (decrease) in Attributed employee Benefits	77	153
Net cash from (used by) operating activities	**1 508**	**(155)**

7.3 Reconciliation of liabilities arising from financing activities

The Board does not have any liabilities arising from financing activities.

Note 8 Financial Instruments

8.1 Risk Exposures

(a) Risk management policies

The Board has exposure to the following risks from its use of financial instruments:

- credit risk;
- liquidity risk; and
- market risk.

The Board has overall responsibility for the establishment and oversight of its risk management framework. Risk management policies are established to identify and analyse risks faced by the Board, to set appropriate risk limits and controls, and to monitor risks and adherence to limits.

(b) Credit risk exposures

Credit risk represents the loss that would be recognised if counterparties failed to perform as contracted. Exposure to credit risk is considered to be minimal.

Financial Instrument	Accounting and strategic policies (including recognition criteria and measurement basis)	Nature of underlying instrument (including significant terms and conditions affecting the amount. Timing and certainty of cash flows)
Financial Assets		
Cash and deposits	Deposits are recognised at amortised cost, being their face value.	Cash means notes, coins, any deposits held at call with a bank or financial institution, as well as funds held in the Special Deposits and Trust Fund.

The Board does not have any concentration of credit risk. The Board monitors receivables on a monthly basis and follow up procedures are undertaken for all debts that are overdue. Action taken is dependent on the length of time the debt is overdue.

The carrying amount of financial assets recorded in the Financial Statements, net of any allowances for losses, represents the Boards maximum exposure to credit risk. The Board does not hold any collateral or other security over its receivables.

The Board extends 30 day credit terms for sundry receivables, and receives standard commercial credit terms for sundry creditors. The Board did not have any accounts receivable as at 30 June 2023 or 30 June 2024.

Receivables age analysis - expected credit loss

The simplified approach to measuring expected credit losses is applied, which uses a lifetime expected loss allowance for all trade receivables.

The expected loss rates are based on historical observed loss rates adjusted for forward looking factors that will have an impact on the ability to settle the receivables. Due to the Board having no accounts receivable as at 30 June 2023 or 30 June 2024, there are no expected credit losses to report.

(c) Liquidity risk

Liquidity risk is the risk that the Board will not be able to meet its financial obligations as they fall due.

The *Workers Rehabilitation and Compensation Act 1988* provides for temporary advances to be made available from the Department of Justice and that more than one percentage may be determined by the Minister for different proportions of a financial year.

Monitoring of revenue and expenditure forecasts and current cash balances is undertaken by the Board at each Board meeting.

Financial Instrument	Accounting and strategic policies (including recognition criteria and measurement basis)	Nature of underlying instrument (including significant terms and conditions affecting the amount. Timing and certainty of cash flows)
Financial Liabilities		
Payables	Payables are recognised at amortised cost, which due to the short settlement period, equates to face value, when the Board becomes obliged to make future payments as a result of a purchase of assets or services.	Payables, including goods received and services incurred but not yet invoiced, arise when the Board becomes obliged to make future payments as a result of a purchase of assets or services. The Board's terms of trade are 30 days.

The following tables detail the undiscounted cash flows payable by the Board by remaining contractual maturity for its financial liabilities. It should be noted that as these are undiscounted, totals may not reconcile to the carrying amounts presented in the Statement of Financial Position:

2024

Maturity analysis for financial liabilities	1 Year	Undiscounted Total	Carrying Amount
	$'000	$'000	$'000
Financial liabilities			
Payables and Accrued Expenses	89	89	89
Accrual Refund for Contributions	4 202	4 202	4 202
Total	**4 291**	**4 291**	**4 291**

2023

Maturity analysis for financial liabilities	1 Year	Undiscounted Total	Carrying Amount
	$'000	$'000	$'000
Financial liabilities			
Payables and Accrued Expenses	72	72	72
Accrual Refund for Contributions	2 836	2 836	2 836
Total	**2 908**	**2 908**	**2 908**

(d) Market Risk

Market risk is the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in market prices. The primary market risk that the Board is exposed to is interest rate risk.

The Board's exposure to interest rate risk is considered to be minimal. The majority of the Board's interest bearing financial instruments are managed by the Department of Treasury and Finance.

At the reporting date the interest rate profile of the Board's interest bearing financial instruments was:

	2024	2023
	$'000	$'000
Variable rate instruments		
Financial assets		
Cash in Specific Purpose Accounts	5 663	4 155
Total	**5 663**	**4 155**

Changes in variable rates of 100 basis points at reporting date would have the following effect on the Board's profit or loss:

Sensitivity Analysis of the Board's Exposure to Possible Changes in Interest Rates	Statement of Comprehensive Income	
	100 basis point increase	100 basis point decrease
	$'000	$'000
30 June 2024		
Cash in Specific Purpose Accounts	57	(57)
Net sensitivity	**57**	**(57)**
30 June 2023		
Cash in Specific Purpose Accounts	42	(42)
Net sensitivity	**42**	**(42)**

These analyses assume all other variables remain constant. These analyses were performed on the same basis for 2023.

8.2 Categories of Financial Assets and Liabilities

	2024 $'000	2023 $'000
Financial assets		
Cash and cash equivalents	5 663	4 155
Total	**5 663**	**4 155**
Financial Liabilities		
Financial liabilities measured at amortised cost	4 291	2 908
Total	**4 291**	**2 908**

8.3 Comparison between Carrying Amount and Net Fair Values of Financial Assets and Liabilities

	Carrying Amount 2024 $'000	Net Fair Value 2024 $'000	Carrying Amount 2023 $'000	Net Fair Value 2023 $'000
Financial assets				
Cash and deposits	5 663	5 663	4 155	4 155
Total financial assets	**5 663**	**5 663**	**4 155**	**4 155**
Financial liabilities				
Financial Liabilities measured at amortised cost	4 291	4 291	2 908	2 908
Total financial liabilities	**4 291**	**4 291**	**2 908**	**2 908**

The Board does not have any financial assets or financial liabilities carried at fair value through the profit and loss or any available for sale financial assets.

Note 9 Events Occurring After Balance Date

There have been no events subsequent to balance date which would have a material effect of the Board's Financial Statements as at 30 June 2024.

Note 10 Board Members' Compensation

The WorkCover Board consists of the following structure:

- Chair, the Secretary of the Department of Justice, was appointed ex-officio pursuant to Section 9(1)(a) of the Act. Commenced 2 September 2019. This position is currently held by Ms Kristy Bourne as the Acting Secretary.
- Ms Julieann Buchanan, appointed pursuant to Section 9(1)(b)(v) of the Act. Membership commenced 23 January 2018.
- Ms Sofia Mavratzas, appointed pursuant to Section 9(1)(b)(iii) of the Act. Membership commenced 23 January 2018.
- Ms Jessica Munday, appointed pursuant to Section 9(1)(b)(iv) of the Act. Membership commenced 23 January 2018.
- Dr Robert Walters, appointed pursuant to Section 9(1)(b)(i) of the Act. Membership commenced 23 January 2018.
- Mr Graham Wood, appointed pursuant to Section 9(1)(b)(ii) of the Act. Membership commenced 23 January 2018.

Details of the Board's remuneration arrangements for its WorkCover Tasmania Board Members are as follows:

- All non-government Members are paid a salary, which includes salary and superannuation, but no leave entitlements.
- The ex officio Member does not receive remuneration or recoveries of costs. Pursuant to a service level agreement between the Board and the Department of Justice, the Board reimburses the Department an indicative salary for the ex-officio Member.

The following table of benefits and payments details, in respect to the financial year, the components of remuneration for each member of the Board:

2024	Salary $'000	Super $'000	Other Benefits*	Total $'000
WorkCover Tasmania Board Members				
Robert Walters	31	3	-	34
Graham Wood	31	3	-	34
Julieann Buchanan	31	3	-	34
Sofia Mavratzas	31	3	-	34
Jessica Munday	30	3	-	33
Total	**154**	**15**	**-**	**169**

2023	Payment made to	Salary $'000	Super $'000	Other Benefits*	Total $'000
WorkCover Tasmania Board Members					
Robert Walters		28	3	-	31
Graham Wood		28	3	1	32
Julieann Buchanan		28	3	-	31
Sofia Mavratzas		28	3	-	31
Jessica Munday		29	3	-	32
Total		**141**	**15**	**1**	**157**

*Other Benefits include reimbursements as well as additional services performed.

Note 11 Related Party Disclosures

AASB 124 *Related Party Disclosures* requires related party disclosures to ensure that the financial statements contain disclosures necessary to draw attention to the possibility that the Board's financial results may have been affected by the existence of related parties and by transactions with such parties.

This note is not intended to disclose conflicts of interest for which there are administrative procedures in place. The extent of information disclosed about related party transactions and balances is subject to the application of professional judgement by the Board. It is important to understand that the disclosures included in this note will vary depending on factors such as the nature of the transactions, the relationships between the parties to the transaction and the materiality of each transaction. Those transactions which are not materially significant by their nature, impact or value, in relation to the Board's normal activities, are not included in this note.

The WorkCover Board made payments to related parties for the following reasons:

	2024 $'000	2023 $'000
Unions Tasmania		
Costs associated with the WorkSafe Month Health and Safety Representatives Conference	50	47
	50	**47**
Worker Assist Tasmania Inc		
Worker Assist Grant	541	500
	541	**500**

All amounts are GST exclusive.

Board Member Jessica Munday is the Secretary of Unions Tasmania. Worker Assist Tasmania Inc is operated by Unions Tasmania.

Note 12 Significant Accounting Policies

12.1 Operations of the Board

The Board was established in July 2001 following amendments to the *Workers Rehabilitation and Compensation Act 1988* (the Act). The Board provides advice to the Minister on matters relating to work health and safety and workers rehabilitation and compensation. It also oversees the operation of Tasmania's workers rehabilitation and compensation scheme (the Scheme), reviews the incidence and cost of workplace injuries and provides advice to the Minister on the effectiveness of the Scheme and associated legislation.

Specifically, under the Act, the Board is responsible for:

- making recommendations to the Minister on the policy and objectives of the legislation relating to workers rehabilitation and compensation in Tasmania, and the amendment or replacement of that legislation;
- monitoring and reporting to the Minister on the operation and effectiveness of the Act and on the performance of the systems that the Act relates;
- monitoring and reviewing the Department of Justice's (the Department) exercise of powers and the performance of functions under the Act;
- controlling and administering the Workers Rehabilitation and Compensation Fund through the Workers' Compensation Act 1988 Compensation Fund Account;
- promoting and supporting the effective injury management of injured workers;
- monitoring and reviewing the performance of licensed insurers and self-insurers and the operation of the Nominal Insurer;
- monitoring and reviewing premium rates and, so far as is practicable, ensuring insurance arrangements are efficient and competitive;
- collecting and publishing statistics on any matter the Board considers necessary or relevant to the performance of its functions under, or the administration of, the Act;

- promoting an understanding of the Act through education and any other appropriate means;
- advising the Minister on matters relating to the Act that the Minister refers to the Board; and
- issuing guidelines for the assessment of permanent impairment under the Act.

Under the *Work Health and Safety Act 2012* (the WH&S Act), the Board is responsible for:

- Inquiring into and reporting to the Minister on any matter relating to the WH&S Act referred to it by the Minister;
- monitoring and reporting to the Minister on the operation and effectiveness of the WH&S Act and on the performance of the systems to which the WH&S Act relates;
- making recommendations to the Minister with respect to such matters as it considers necessary for the purposes of the WH&S Act;
- promoting understanding of the WH&S Act through education and any other appropriate means;
- promoting –
    - the prevention of injuries and disease in workplaces;
    - the development of healthy and safe workplaces;
    - developing and reviewing strategies and plans for improving work health and safety;
    - monitoring and reviewing the regulator in connection with the exercise of powers and the performance of functions under the Act;
    - collecting, analysing and publishing statistics relating to work health and safety; and
    - such other functions as may be prescribed.

Under the *Asbestos-Related Diseases (Occupational Exposure) Compensation Act 2011*, the Board is responsible for:

- monitoring and reporting to the Minister on the operation and effectiveness of the *Asbestos-Related Diseases (Occupational Exposure) Compensation Act* and of the performance of the systems to which this Act relates; and
- collecting and publishing statistics on any matter it considers necessary or relevant to the administration of the *Asbestos-Related Diseases (Occupational Exposure) Compensation Act*.

12.2 Statutory Matters

Under the *State Service (Restructuring) Order 2006* the Department of Justice assumed responsibility for providing administrative support for the Board from 1 April 2006.

By virtue of Section 15 (1) of the *Workers Rehabilitation and Compensation Act 1988* the Board is required to report to the Minister on its operations.

12.3 Basis of Accounting

The Board is a body corporate, established by the *Workers Rehabilitation and Compensation Act 1988*. The financial statements are a general purpose financial report and have been prepared in accordance with Australian Accounting Standards (AAS) issued by the Australian Accounting Standards Board (AASB) and Interpretations.

Compliance with AAS may not result in compliance with International Financial Reporting Standards (IFRS), as the AAS include requirements and options available to not-for-profit organisations that are inconsistent with IFRS. The Board is considered to be not-for-profit and has adopted some accounting policies under the AAS that do not comply with IFRS.

The financial statements have been prepared on an accrual basis and, except where stated, are in accordance with the historical cost convention. Material accounting policy information is consistent with the previous year, after having regard to the impact of new accounting standards as detailed in note 12.5.

The Financial Statements have been prepared on the basis that the Board is a going concern.

12.4 Functional and Presentation Currency

These Financial Statements are presented in Australian dollars, which is the Board's functional currency.

12.5 Changes in Accounting Policies

(a) Impact of new and revised Accounting Standards

In the current year, the board has adopted all of the new and revised Standards and Interpretations issued by the Australian Accounting Standards Board that are relevant to its operations and effective for current annual reporting period. These include:

- AASB 2021-2 *Amendments to Australian Accounting Standards – Disclosure of Accounting Policies and Definition of Accounting Estimates* – This Standard amends:
    - AASB 7 *Financial Instruments*: Disclosures to clarify that information about measurement bases for financial instruments is expected to be material to an entity's financial statements;
    - AASB 101 *Presentation of Financial Statements*, to require entities to disclose their material accounting policy information rather than their significant accounting policies;
    - AASB 108 *Accounting Policies, Changes in Accounting Estimates and Errors*, to clarify how entities should distinguish changes in accounting policies and changes in accounting estimates;
    - AASB 134 *Interim Financial Reporting*, to identify material accounting policy information as a component of a complete set of financial statements; and
    - AASB Practice Statement 2 *Making Materiality Judgements*, to provide guidance on how to apply the concept of materiality to accounting policy disclosures.
- AASB 2022-6 *Amendments to Australian Accounting Standards – Non-current Liabilities with Covenants* - This Standard amends AASB 101 Presentation of Financial Statements to clarify that a liability is classified as non-current if an entity has the right at the end of the reporting period to defer settlement of the liability for at least 12 months after the reporting period. The meaning of settlement of a liability is also clarified in these amendments. The implementation of AASB 2022-6 does not have a material impact on the statements of the Board
- AASB 17 *Insurance Contracts* – This standard establishes principles for the recognition, measurement, presentation and disclosure of insurance contracts issued. It also requires similar principles to be applied to reinsurance contracts held and investment contracts with discretionary participation features issued. The objective is to ensure that entities provide relevant information in a way that faithfully represents those contracts. This information gives a basis for users of financial statements to assess the effect that contracts within the scope of AASB 17 have on the financial position, financial performance and cash flows of the entity. The date for application of this Standard is not yet known for public sector entities. The implementation of AASB 17 is not expected to have a material impact on the statements of the Board.

(b) Impact of new and revised Accounting Standards yet to be applied

The Board has not applied a new Australian Accounting Standard or Interpretation that has been issued but is not yet effective.

The Board has undertaken an assessment of the impact of new and revised Accounting Standards and those yet to be applied and has determined they will have no material impact on the Board's financial statements.

12.6 Comparative Figures

Comparative figures have been adjusted to reflect any changes in accounting policy or the adoption of new standards. Where amounts have been reclassified within the Financial Statements, the comparative statements have been restated.

12.7 Rounding

All amounts in the Financial Statements have been rounded to the nearest thousand dollars, unless otherwise stated. Where the result of expressing amounts to the nearest thousand dollars would result in an amount of zero, the financial statement will contain a note expressing the amount to the nearest whole dollar.

12.8 Taxation

The Board is exempt from all forms of taxation except Fringe Benefits Tax and the Goods and Services Tax.

12.9 Goods and Services Tax

Revenue, expenses and assets are recognised net of the amount of GST, except where the GST incurred is not recoverable from the Australian Taxation Office.

The Board's obligations for the goods and services tax are included in grouping arrangements with the Department of Justice. Accordingly, no payments or receipts of goods and services tax are recorded directly against the Board's operations.

Appendix Six: Ministerial Requests and Directions

No ministerial directions were received during the reporting period.

WORKCOVER BOARD
Tasmania

30 Gordons Hill Road, Rosny 7018

PO Box 56, Rosny 7018

Phone 03 6165 3698 Fax 03 6173 0206

Email WorkCover.TasmaniaBoard@justice.tas.gov.au

Web www.worksafe.tas.gov.au