



WorkCover Tasmania Board Annual Report 2022—23

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We welcome your feedback on this report.

Send to: wstinfo@justice.tas.gov.au

WorkCover Tasmania Board

PO Box 56 Rosny Park Tasmania 7018



WORKCOVER TASMANIA

30 Gordons Hill Road, Rosny Park 7018

PO Box 56, Rosny Park 7018

Phone 03 6166 4600

Web www.worksafe.tas.gov.au/workcoverboard

The Hon Madeleine Ogilvie MP

Minister for Workplace Safety and Consumer Affairs

Dear Minister

WorkCover Tasmania Board Annual Report for 2022-2023

Pursuant to section 15 of the *Workers Rehabilitation and Compensation Act 1988*, I am pleased to submit the WorkCover Tasmania Board's annual report for the financial year 2022-2023.

Yours sincerely

A handwritten signature in black ink, appearing to read "Ginna Webster", written in a cursive style.

Ginna Webster
Chair, WorkCover Tasmania Board

October 2023

Enclosure: WorkCover Tasmania Board Annual Report 2022-2023

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Message from the Chair

This has been another successful year for the WorkCover Tasmania Board. The Board continues to support Tasmanian workers, employers and communities through initiatives and programs that promote work health and safety, mental health and wellbeing, workers compensation and return to work best practices.

Over the past twelve months, the Board has progressed its goal of ensuring Tasmanian workers are safe and well every day. The Board does this by promoting healthy, safe and productive workplaces, and by ensuring a fair and equitable workers compensation scheme that fosters effective injury management and return to work.

To do this, the Board supports services run by WorkSafe Tasmania and stakeholder organisations. These services provide direct and practical assistance and advice to workers, employers and the broader community on work health and safety and the Tasmanian workers compensation system. These services are:

- WorkSafe Tasmania's Advisory Service: this provides free, practical support to help small and medium sized business manage safety, health and wellbeing
- WorkSafe Tasmania'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.

A significant focus for the Board continues to be WorkSafe Tasmania's Engagement Program. This program funds media awareness campaigns, WorkSafe Month, Better Work Tasmania forums, the annual health and safety representative conference, and participation in agricultural shows and similar activities. The WorkSafe Awards are part of this program; held every two years, they will be delivered in October 2023.

I am pleased to report that the Board has approved the Family Support Framework. This project aims to understand the adverse impacts of serious workplace injuries and deaths on workers, their families and their co-workers; and consequently provide better support for them to navigate the workers compensation and work health and safety systems. This year, the Board allocated funding for developing the framework, and ongoing funding has now been assured for implementing the framework and its recommendations.

On National Post Traumatic Stress Disorder (PTSD) Awareness Day on June 27, I attended the launch of the Board's PTSD training program. This is aimed at doctors and other health professionals, and will help them support and treat workers suffering PTSD as a result of a traumatic workplace event.

The Board is expected to sign off on its new joint strategic plan (with WorkSafe Tasmania) later in 2023, and I am excited about the opportunities it will bring. The new plan (for 2023–2028) will focus our efforts and keep us heading in the right direction for ensuring Tasmanian workers stay safe and well every day. The Board has worked closely with stakeholders to develop the plan, and I look forward to working towards achieving the goals that we have set ourselves.

Of course, none of our 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.

Finally, I extend my appreciation to the WorkSafe Tasmania team, and my fellow Board members, for the work they do that helps us achieve our goals. I look forward to working together again in 2023–24.



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 worksafe.tas.gov.au/workcoverboard.

Reporting to the Minister

The Board provides advice to the Minister for Workplace Safety 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 Tasmania 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

The Board's Strategic Plan 2018–2023 is a joint initiative with WorkSafe. The Strategic Plan:

- provides strategic direction and priorities for the Board and WorkSafe
- provides a framework for sustainable harm reduction, enhanced scheme regulation and improved return to work outcomes
- identifies four strategies that aim to achieve healthier, safer and productive workplaces.

These four strategies are to:

- reduce harm in Tasmanian workplaces
- respond to current and emerging work health and safety issues
- ensure contemporary and effective regulatory frameworks
- strive for excellence as a regulator.

See 'Board Achievements' in this report for details on work the Board has done to achieve these strategic outcomes.

The Strategic Plan expired on 30 June 2023. The Board is well advanced in developing a new Strategic Plan for 2023–28, which has included extensive stakeholder consultation and engagement. The Board expects the new Strategic Plan to be approved in late 2023. Once approved, the Strategic Plan will be available at worksafe.tas.gov.au.



Board Membership



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

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 has worked as a partner/consultant with a Hobart law firm since 1990. 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.



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. She 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. Sofia has postgraduate qualifications in business management and has begun postgraduate studies in human resource management. She has completed the Company Directors Course with the Australian Institute of Company Directors, and other professional development courses focused on strategic thinking, leadership and stakeholder engagement.



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 employer-based experience in safety, occupational rehabilitation and workers compensation insurance. She has held executive positions overseeing national and state safety, workers compensation, and injury management functions. Julieann is a past chair of the Self Insurer's Association of Tasmania and prior member of the Nominal Insurer. She is currently the Tasmanian manager of a large self insurer. Julieann is an occupational therapist with a Masters in Ageing and postgraduate qualifications in occupational rehabilitation, ergonomics, human resources, and management. She is a member of the Australian Institute of Company Directors.



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

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*.

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 licences 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 2023, there are six licensed insurers and nine self-insurers. To see a list of insurers, go to worksafe.tas.gov.au and search for 'insurers'.

The Board audits 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. A comprehensive internal review of the Board's audit program was undertaken in 2022-23. The outcome from the review is developing a new risk-based monitoring framework that will improve efficiencies in monitoring insurer compliance and ultimately improve injury management outcomes.

Medical practitioners

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

As at 30 June 2023, there were 389 medical practitioners accredited by the Board. During the year, 20 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 (VRPs) to deliver workplace rehabilitation services in Tasmania.

In 2022-23, the Board developed a new accreditation framework for VRPs. The new framework will have a contemporary accreditation process for VRPs, ensuring VRPs 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 2023, there are 47 accredited VRPs. To see a list of accredited VRPs, 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 2023, there are 31 approved injury management programs: 9 self-insurers, 6 licenced 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 2022-23, the Board produced several reports including the Suggested Industry Premium Rates 2022-23 Report, Scheme Review, Notional Premiums and the Insurer Environment 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 2022-23, the Board received regular reports detailing the operation and effectiveness of the Tasmanian Asbestos Compensation Scheme, and other qualitative information.

Collecting data relevant to administration of the Act

Key figures this year:

- 14 new applications received by the Asbestos Compensation Commissioner, which is 3 less than last year
- of the 14 new claims, 11 were accepted, 1 was not accepted, and 2 claims are pending
- \$4,717,846 paid in lump sum compensation, funeral benefits and rehabilitation costs
- \$158,531 paid in claimant medical expenses
- \$8,676,014 received in asbestos levy contributions
- the asbestos levy rate has been set at 2.0% for 2023-24, which is unchanged from 2022-23.

As at 30 June 2023, the total number of compensation claims received since the Scheme began is 218.

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.

Independent statutory review of the Board

In 2021, and as required by section 164D of the *Workers Rehabilitation and Compensation Act 1988*, the Minister commissioned an independent review of the Board's functions and structure, assessing:

- the changes made to the Board's structure by the *Workers Rehabilitation and Compensation Amendment Act 2017*, and the efficacy of those changes
- any proposed improvements to the way the Board functions and is structured, including any recommendations for reform of the Act relevant to these
- the appropriateness of the current wording of section 12 of the Act, which addresses members' conflicts of interest, including the section's consequences in light of the skills-based structure of the Board.

The period under review was from 23 January 2018 to 22 January 2021. This coincided with the appointment of current members on 23 January 2018.

The independent reviewers' report was tabled in Parliament on 23 November 2021. The review identified that all members of the Board are committed to their responsibilities and well-motivated and conscientious in performing their duties. Recommendations were also made, and fully accepted by the Tasmanian Government. Work continues to assess and implement these.

Board Committees and Panels

The Board has four committees that provide advice on matters relating to the Board's 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:

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



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 Tasmania'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
- injury management co-ordinator training project
- principles of practice and accreditation of workplace rehabilitation providers
- post traumatic stress disorder project.

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.

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; Melanie Marchant, Injury Management Coordinators Association of Tasmania (resigned 6 September 2022); 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.



Tables of attendance

Board Members and Attendance

Member	10 August 2022	26 October 2022	7 December 2022	15 February 2023	5 April 2023	28 June 2023
Ginna Webster, Chair (Appointed September 2019)	✓	✓	✓	✓	✓	✓
Julieann Buchanan (Appointed 23 January 2018)	✓	✓	✓	✓	✓	✓
Sofia Mavratzas (Appointed 23 January 2018)	✓	✓	✓	✓	✓	✓
Jessica Munday (Appointed 23 January 2018)	✓	✓	✓	✓	✓	✓
Dr Robert Walters (Re-Appointed 23 January 2018)	✓	✓	✓	✓	✓	✓
Graham Wood (Appointed 23 January 2018)	✓	✓	x	✓	✓	✓

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	3 August 2022	30 November 2022	3 May 2023
Graham Wood, Chair	✓	✓	✓
Sofia Mavratzas	✓	✓	✓
Jessica Munday	✓	✓	✓

Legislative Review Advisory Committee Members and Attendance

Member	6 July 2022	30 November 2022	3 May 2023
Graham Wood, Chair	✓	✓	✓
Alison Clues	✓	✓	✓
Ginna Webster	x	✓	✓

Work Health and Safety Committee Members and Attendance

Member	6 July 2022	30 November 2022	28 March 2023	7 June 2023
Dr Robert Walters, Chair	✓	✓	✓	✓
Julieann Buchanan	✓	✓	✓	✓
Jessica Munday	✓	✓	✓	✓

Rehabilitation and Compensation Committee Members and Attendance

Member	14 September 2022	15 March 2023	7 June 2023
Julieann Buchanan, Chair	✓	✓	✓
Sofia Mavratzas	✓	✓	✓
Dr Robert Walters	✓	✓	✓

Medical Advisory Panel Members and Attendance

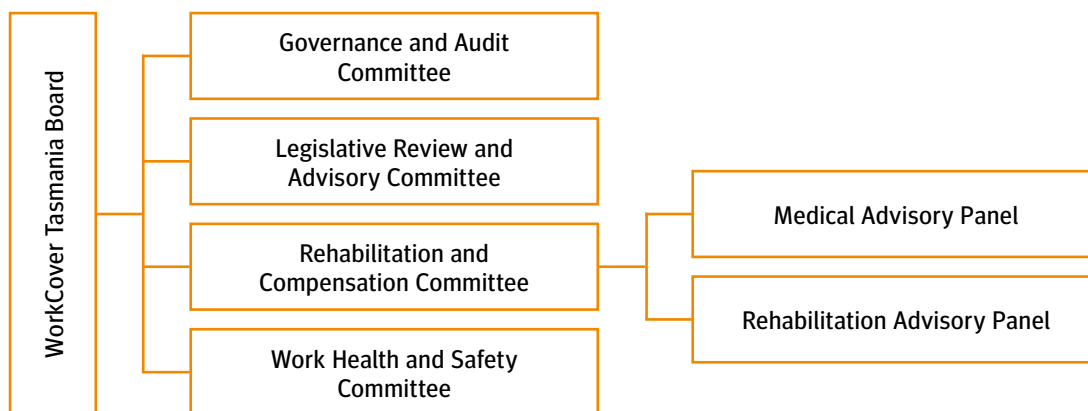
Member	14 September 2022	15 March 2023
Dr Robert Walters, Chair	✓	✓
Dr John Saul	✓	x
Dr Peter Sharman	✓	✓
Dr Mark Spearpoint	✓	✓

Rehabilitation Advisory Panel Members and Attendance

Member	14 September 2022	15 March 2023
Julieann Buchanan, Chair	✓	✓
Derick Borean	x	✓
Anne-Marie Dean	✓	✓
Julia Drew (commenced 12 January 2023)	–	✓
Dr Boris Fedoric	✓	✓
Melanie Marchant (resigned from Panel 6 September 2022)	–	–
Angela Martin	✓	✓



Structure of the Board Committees and Panels





Board Achievements

WorkSafe Tasmania supports the Board's functions in overseeing the Tasmanian workers compensation scheme and ensuring effective injury management; and supports the Board's key strategic priorities. In 2022-23, Board achievements included:

- approving the Family Support Framework that supports workers who have been seriously injured and families of workers who have died in a workplace incident
- launching a post traumatic stress disorder (PTSD) training program aimed at doctors and health professionals to help them support and treat workers suffering from PTSD as a result of a workplace incident
- providing information, advice and education to employers and workers including 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 its 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
- developing a new contemporary accreditation framework for workplace rehabilitation providers to deliver workplace rehabilitation services in Tasmania.

Accreditation Framework for Workplace Rehabilitation Providers

A new framework for accrediting workplace rehabilitation providers (WRPs) was developed. 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 navigate the workers rehabilitation and compensation process. Find out more about Worker Assist Tasmania by visiting www.workerassist.org.au or by phoning (03) 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. Find out more about TCCI's Work Health and Safety Advisory Service by visiting www.businessintasmania.com/business-services/managing-risk/whs-advisory-service or by phoning 1300 559 112.

Agfest

Agfest was held twice this reporting period.

In August 2022, the Board funded WorkSafe Tasmania and Worker Assist's joint tent for Agfest 2022. Attendees had the opportunity to chat with inspectors and advisors from WorkSafe Tasmania and expert advisors from Worker Assist.

The tent's theme was 'Painting a healthier rural picture' and centred around a 6 x 1.2 metre mural.

The mural featured health and safety scenes that Agfest attendees could work on along with the mural's artist. This was designed to stimulate conversations to reduce the likelihood of a farm-related death, injury or illness. The Board donated the completed mural to Rural Youth Tasmania.

In May 2023, the Board funded WorkSafe Tasmania's tent at Agfest 2023. WorkSafe inspectors and advisors estimated that they engaged with over 2,000 people. The tent's theme WorkSafe's was 'Safe Bodies, Safe Minds', which clearly resonated with Agfest attendees, as many returned more than once during the event to discuss their rural work health and safety needs.

The WorkSafe tent provided engaging activities to remind attendees that a safe and healthy working environment means we go home to our loved ones after our work is done.

2022 Safe Bodies, Safe Minds Annual Conference

Over 350 people attended the Safe Bodies, Safe Minds Conference held on 27 July 2022 in-person at Launceston's Tailrace Centre and virtually.

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.

Keynote speakers included:

- Dr Amy Imms, founder of The Burnout Project, who discussed 'Workplace burnout: Prevent, detect, manage'
- Michael Weston, an acquired brain injury survivor, who shared his 'Head above water' story about workplace injuries you can't always see
- Katrina Johnston, founder/director of Wellness Designs, who spoke about 'Wellbeing at work: Where to from here?'
- Jacqui Cooper, former aerial skier, author, company director at Champion Events Pty Ltd and Ambassador for La Trobe Financial, who spoke about 'A champion attitude'.



SRT Logistics and WorkSafe Tasmania Month Launch

The Board and WorkSafe Tasmania partnered with SRT Logistics to launch WorkSafe Month 2022.

Leveraging SRT Logistics' sponsorship with the Tasmanian Jackjumpers basketball team, the transport company worked with the Board and WorkSafe to host a BBQ for invited guests at its depots in Devonport on 5 September, Launceston on 7 September, and Brighton on 12 September.

The Minister for Workplace Safety and Consumer Affairs Elise Archer made a speech at the Brighton launch, as did Board member Jessica Munday and Jackjumpers Coach Scott Roth.

WorkSafe Tasmania Month

WorkSafe Month is always evolving 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 2022 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 13 webinars and 25 in-person events in the program, and nearly 3,000 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. The Board and WorkSafe thank all presenters who generously give their time to provide work health and safety information without charge.

The Month also supported Safe Work Australia's National Safe Work Month.

The Board has funded this initiative since it began in 1996 (as Safe Work Tasmania Week).



Better Work Tasmania Networking Forums

Better Work Tasmania is a collaborative approach to develop strategies that address work health and safety and injury management issues in Tasmania.

Since 2015, the program has used forums to ensure the Board is able to support the improvement of work health and safety performance across the state, and to deliver better return to work outcomes for injured workers. These forums are free and promoted through WorkSafe Tasmania's email databases, Facebook and LinkedIn platforms, and website.

Medical Information Landscapes Networking Forum

Presented by The Tasmanian Workers Compensation Stakeholder Group, this forum was held on 27 September 2022 at the Hobart Hotel Grand Chancellor and virtually. Over 300 people attended.

The forum examined the current approach to medical information gathering, the strengths and weaknesses, important principles, and potential improvements that align with supporting a worker's recovery and the objectives of Tasmania's workers compensation scheme.

Speakers included:

- Australasian Faculty of Occupational and Environmental Medicine/Royal Australian College of Physicians' Dr Mary Wyatt
- WorkSafe Victoria Chief Executive, Colin Radford
- WorkSafe Tasmania Executive Director, Robyn Pearce.

Asbestos Awareness Networking Forum

Collaborating with Asbestos Free Tasmania, this forum was held on 23 November 2022 at the Hobart Hotel Grand Chancellor and virtually. Almost 120 people attended.

The forum supported National Asbestos Awareness Week and explored:

- what is asbestos
- where asbestos can be found
- how to manage asbestos
- asbestos in vinyl products and flooring
- the health risks and impacts of asbestos exposure
- Tasmania's statistics and the Tasmanian asbestos compensation scheme
- updates from the Asbestos Safety and Eradication Agency on the National Strategic Plan for Asbestos Awareness and Management, and the National residential asbestos heatmap.

Speakers included:

- Asbestos Free Tasmania President, Simon Cocker
- Asbestos Free Tasmania Committee of Management member, John Snooks
- Asbestos Safety and Eradication Agency Director, Julia Collins.

Mines Safety Networking Forum

This forum was held on 24 May 2023 at the Rosebery Football Club. Almost 40 people from the mining industry attended.

The forum discussed the high risks of working around voids/open stopes, and shared best practice risk controls that are currently being used.

Speakers included:

- University of New South Wales' Emeritus Professor Michael Quinlan
- mine operators from Tasmanian mines.

Safe Bodies Safe Minds Expo

The Safe Bodies Safe Minds Expo on 3 November at MyState Arena attracted over 50 local and interstate exhibitors and was attended by almost 400 people.

Attendees were inspired by the latest developments in work health and safety, wellbeing, and rehabilitation and return to work, to support them to remain safe and well every day.

A seminar program complimented the exhibitions and increased attendance with its variety of work health and safety and wellbeing activities.

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 and Spring Bay Distillery.

The University of Tasmania

Initiative: 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.

Researchers will examine the lived experience of people who have returned to work from mental health conditions. This will provide fresh insights into processes, experiences, challenges and support needs associated with return to work from mental ill-health.

These insights will be used to co-design, test and evaluate two suites of resources (for returning workers and for their managers) to guide and support people through the process of returning to work from a mental health condition in ways that optimise return to work experiences and outcomes.

Spring Bay Distillery

Initiative: 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.

One of the key priorities identified during this process is the safe racking of barrels. This grant will support Spring Bay Distillery in custom-building a barrel cage to allow workers to move the barrels more ergonomically, prolonging the life of distiller's tendons, muscles and joints.

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.

The primary role of the Advisory Service is to improve the safety and health performance of these businesses by providing advice that is practical and relevant to them. This is mainly delivered through free 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, a written report of the Advisor's observations and identified areas of improvement is provided. The owner/manager is then offered a second visit (approximately three months later) to discuss any issues that have arisen while addressing those areas identified for improvement in the first visit.

The Advisory Service also supports businesses by participating in presentations, trade shows and conferences.

In 2022-23, the Advisory Service conducted 483 visits and engaged closely with 348 businesses. Over 580 people attended workplace education sessions, aimed at educating workers, managers and officers of their roles and responsibilities. The Advisory Service presented to over 630 students at schools, colleges, TasTAFE, the University of Tasmania, and employment agencies to help educate and prepare new and young workers for a safer 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 inspectors respond to requests for information immediately wherever possible, while matters requiring further research are directed to other parts of WorkSafe or to the Board.

The Helpline answered 9,287 telephone enquiries (equating to 893 talk hours). Of this, 1,387 calls were converted into 768 incident notifications and 619 complaints. The Helpline also received 3,333 emails.

Family Support Framework Project

Acknowledging the devastating impact that industrial death and serious injury can have on those affected, the Board funded the Family Support Framework project. The project's ultimate goal is to better support seriously injured workers and the grieving families of loved ones in difficult times.

The project's aims included determining what actions were required to improve support to seriously injured workers and families affected by a workplace death; and ensuring Tasmania addressed Safe Work Australia's National principles to support families following an industrial death.

Work has outlined the internal standards, systems and inter-agency approach that is required to appropriately respond to

and manage cases of serious injury and industrial death, and recommendations for changes to WorkSafe Tasmania's systems and processes, and those of Tasmania's workers compensation scheme.

Funding for the development of the Framework was provided by the Board in 2022-23, and ongoing funding for the implementation of the framework and its recommendations has now been provided.

Electronic Claim Form and Medical Certificate Project

The Board is applying more contemporary information collection methods to the current workers compensation claim process, in order to:

- increase the quality of workers compensation claim and medical information collected
- improve the accessibility of the workers compensation claim forms
- support a timelier workers compensation claim submission process.

In late 2023, an updated fillable PDF will replace the current paper-based Workers Claim for Compensation Form; and a new single fillable PDF Workers Compensation Certificate of Capacity will replace the current paper-based workers compensation medical certificates. Notably, this new certificate will focus on capacity rather than incapacity. An updated fillable PDF Claim for Dependents of Deceased Workers Form will also be implemented later this year. Printable versions of the updated forms will remain available.

A second phase of this project during 2024 will provide additional digitisation to the Workers Claim for Compensation Form, enhancing the online functionality for workers and employers.

PTSD Project: Launch of the PTSD Training Program

The PTSD Project aims to increase the level of knowledge and support within the Tasmanian workers compensation scheme to improve the management of post traumatic stress disorder (PTSD) for workers suffering from PTSD as a result of a workplace incident.

The project provides doctors and other health professionals with resources and professional development opportunities to better support their diagnosis, treatment and management of workers with PTSD, leading to better outcomes for affected workers.

On PTSD Awareness Day (27 June 2023), the Board launched its PTSD training program for doctors developed by Phoenix Australia, Australia's leading experts in post-traumatic mental health. The training is accredited by RACGP and available through the learning portal on the RACGP Tasmania website.

New information and resources were created on the WorkSafe Tasmania website at worksafe.tas.gov.au/ptsd. This suite of information covers PTSD prevention, treatment, recovery and return to work and more.



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.

7,021
injuries in
Tasmania
in 2022*



10.2
serious injuries
per million hours
worked in 2022

Serious injury frequency rate increased slightly over the last ten years



Statewide
hours worked
increased in 2022



Proportion of Tasmanian workforce employed full time:

63%

Occupations with the highest percentage of serious injuries:

11% Miscellaneous Labourers



9% Personal Carers and Assistants



5% Cleaners and Laundry Workers



Body stressing injuries

have reduced
approximately



10%

in the last ten years



**Residential
Care Services
workers**

accounted for

1 in 12

of all serious injuries



Financial and Insurance Services

has seen the largest increase in hours worked



* 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 2022. Claim numbers are based on the date a claim was lodged following an injury and includes claims lodged in the financial year 2022-23.

Appendices



APPENDIX ONE: Contracts

Information required under the *Financial Management Act 2016* for contracts awarded in 2022-23.

Summary of participation by local business for 2022-23 (for contracts including consultancies) and tenders greater than \$50,000	
Total number of contracts/grants awarded	4
Total number of contracts/grants awarded to Tasmanian businesses	2
Total value of contracts awarded in 2022-23	\$326,494
Total value of contracts awarded to Tasmanian businesses in 2022-23	\$98,685
Total number of tenders called and written quotation processes run	2
Total number of bids and/or written quotations received	6
Total number of bids and/or written quotations received from Tasmanian businesses	3

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
Pricewaterhouse Coopers	Sydney, NSW	Actuarial services	1 July 2019 to 30 June 2022	\$778,723
			Contract extended to 30 June 2023	\$286,586
The20 Pty Ltd	Hobart, TAS	Marketing and communications services	1 February 2021 to 31 January 2024	\$500,000
The Behavioural Architects Australia Pty Ltd	Sydney, NSW	Evaluation of services	To be finalised by 30 June 2023	\$101,809
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
RelocateIt	Hobart, TAS	Project management services to progress the Electronic Claim Form and Medical Certificate Project	November 2022 to April 2023	\$119,500
			Contract extended to June 2023	\$48,620

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
Worker Assist Tasmania Inc	Worker Assist Services	1 July 2020 to 30 June 2023	\$1,464,341

* The total value of this contract was incorrectly listed as \$350,000 in last year's annual report

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, implementation and maintenance of training program	19 December 2022 – 19 December 2027	\$126,000
University of Tasmania	Hobart, TAS	Healthier, Safer and Productive Workplaces	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 2022-23 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 7,739 new claims reported in 2022-23. This is 244 more claims than at the end of June 2022 (7,495). The number of claims reported to the end of June 2023 is 174 (2%) more than the scheme actuary projection of 7,565 reported claims for 2022-23.

Total Payments Reported

Claim payments in 2022-23 totalled \$238.0m. This is 15% (\$31.1m) more than for the same time in 2021-22 (\$206.91m). The \$238.0m paid to the end of June 2023 is 2% higher than the scheme actuary projection (\$232.6m).

Payment Types

Of the total \$238.0m reported in claim payments in 2022-23, the largest proportion was in weekly compensation payments which accounted for around \$95.8m, or 40% of the total value of payments.

Lump sum payments accounted for \$66.7m or 28% of the total; medical and related payments for \$55.3m or 23% of the total; and legal and investigation payments made up 9% of the total or \$20.2m.

Earned Premium Rate

The earned premium rate for 2022-23 is 2.24% of wages. This is 10% higher than the suggested rate of 2.03% and 4% higher than the 2021-22 rate of 2.16%.

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 most recent workers compensation fund levy approved is for the 2021-22 financial year and was set at 2.73% of premiums. The preliminary rate for the 2022-23 financial year has been calculated at 2.80% of premiums which is subject to Minister approval.

Written Premium Received

\$264.6m in written premiums have been collected in 2022-23. This is 7% more than the \$248.1m in premiums for 2021-22. The written premium pool is 6% higher than the suggested premium pool of \$249.5m.

7,739 claims reported*

Number of claims
up 3% from 2021-22



\$238 million
in claim payments

Claim payments
15% higher
than in 2021-22



7% more collected in written
premiums than 2021-22

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

11% all
claims



Tasmanian State Service reported
22% of claims

* 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 2022. Claim numbers are based on the date a claim was lodged following an injury and includes claims lodged in the financial year 2022-23.

Report Card

	2021/22 Actual	2021/22 Expected	2022/23 Actual	2022/23 Actual – Exp
Earned Wages (\$m)				
Insurer ¹	11,540.9	12,166.3	12,432.2	266.0
Self Insurer	456.1	507.2	481.2	-26.0
TSS	3,115.6	3,475.4	3,427.4	-48.0
Scheme	15,112.7	16,148.9	16,340.9	192.0
Number of Claims Reported				
<i>All Claims</i>				
Insurer	5,670	5,652	5,912	260
Self Insurer	181	188	154	-34
TSS	1,644	1,724	1,673	-51
Scheme	7,495	7,565	7,739	174
Total Claim Payments (\$m)				
Insurer	126.2	145.1	144.3	-0.9
Self Insurer	7.3	8.6	8.4	-0.2
TSS	73.4	78.8	85.4	6.5
Scheme	206.9	232.6	238.0	5.4
Weekly Benefits				
<i>Lost Time Claims Reported</i>				
Insurer	3,896	3,850	4,023	173
Self Insurer	131	138	103	-35
TSS	1,196	1,141	1,079	-62
Scheme	5,223	5,129	5,205	76
<i>Weekly Benefit Payments (\$m)²</i>				
Insurer	44.9	45.5	48.1	2.6
Self Insurer	2.7	3.1	3.0	-0.1
TSS	39.7	41.4	44.7	3.4
Scheme	87.3	90.0	95.8	5.8
Lump Sum Benefits				
<i>Lump Sum Claims</i>				
Insurer	329	357	365	8
Self Insurer	13	18	22	4
TSS	77	75	87	12
Scheme	419	450	474	24
<i>Lump Sum Benefit Payments (\$m)</i>				
Insurer	34.7	50.9	44.5	-6.4
Self Insurer	1.9	2.4	2.0	-0.4
TSS	15.7	17.6	20.2	2.6
Scheme	52.3	70.9	66.7	-4.2
Medical & Related Benefit Benefits				
Insurer	34.0	35.7	37.0	1.3
Self Insurer	2.0	2.2	2.4	0.2
TSS	14.2	15.6	15.9	0.2
Scheme	50.2	53.5	55.3	1.8
Legal & Investigation Payments				
Insurer	12.6	13.1	14.7	1.6
Self Insurer	0.8	0.8	1.0	0.1
TSS	3.8	4.3	4.6	0.3
Scheme	17.1	18.2	20.2	2.0
Insurer Earned Premium Rate¹	2.16%		2.24%	

Note: all payments are shown in original values in the above table. However, we often quote amounts in 30 June 2023 values in the report.

1 Adjusted for the movement from estimated initial to final.

2 Specific allowance for Section 87 legislative changes was not included in the projection of expected payments, although this is expected to be small in total.

APPENDIX FIVE: Financial Statements



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 2023, and 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 the 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 2023 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
Tasmanian Audit Office

18 September 2023
Hobart

WorkCover Tasmania Board

Financial Statements 2022-23

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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 2023 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.



Ginna Webster

Chair, WorkCover Tasmania Board

14 September 2023



Graham Wood

Member, WorkCover Tasmania Board
Chair, Governance and Audit Committee

14 September 2023

Statement of Comprehensive Income for the year ended 30 June 2023

	Notes	2023 Actual \$'000	2022 Actual \$'000
Income from continuing operations			
Contributions	1.1	10 482	9 194
Interest	1.2	132	3
Other revenue	1.3	4	3
Total income from continuing operations		10 618	9 200
Expenses from continuing operations			
Attributed employee benefits	2.1	4 374	3 774
Amortisation	2.2	50	83
Supplies and consumables	2.3	1 486	920
Grants	2.4	949	774
Service and administration costs paid to Department of Justice	2.5	1 377	1 211
Expenses incurred by Workers Rehabilitation and Compensation Tribunal	2.6	1 787	1 700
Other expenses	2.7	595	738
Total expenses from continuing operations		10 618	9 200
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 2023

	Notes	2023 Actual \$'000	2022 Actual \$'000
Assets			
<i>Financial assets</i>			
Cash and deposits	7.1	4 155	4 310
Receivables	4.1	-	-
<i>Non-financial assets</i>			
Intangible assets	4.2	100	150
Total assets		4 255	4 460
Liabilities			
Payables	5.1	2 908	3 266
Attributed employee benefits	5.2	1 347	1 194
Total liabilities		4 255	4 460
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 2023

	Notes	2023 Actual \$'000	2022 Actual \$'000
Cash flows from operating activities		Inflows (Outflows)	Inflows (Outflows)
Cash inflows			
Industry Contributions		10 085	10 801
Interest		132	3
Other cash receipts		4	3
Total cash inflows		10 221	10 807
Cash outflows			
Attributed employee benefits		(4 223)	(3 533)
Supplies and consumables		(1 424)	(928)
Grants		(974)	(749)
Administration costs paid to Department of Justice		(1 377)	(1 211)
Expenses incurred by Workers Rehabilitation and Compensation Tribunal		(1 787)	(1 700)
Other cash payments		(591)	(737)
Total cash outflows		(10 376)	(8 858)
Net cash from (used by) operating activities	7.2	(155)	1 949
Net increase/(decrease) in cash held and cash equivalents		(155)	1 949
Cash and deposits at the beginning of the reporting period		4 310	2 361
Cash and deposits at the end of the reporting period	7.1	4 155	4 310

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 2023

	Notes	Accumulated Funds \$'000	Total equity \$'000
Balance as at 1 July 2022		-	-
Total comprehensive result		-	-
Total		-	-
Balance as at 30 June 2023		-	-

	Notes	Accumulated surplus / (deficit) \$'000	Total equity \$'000
Balance as at 1 July 2021		-	-
Total comprehensive result		-	-
Total		-	-
Balance as at 30 June 2022		-	-

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 2023

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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.

2022-23 Contributions Determination

Income for the financial year ending 30 June 2023 includes the final determination, under the terms of the *Workers Rehabilitation and Compensation Act 1988*, of contributions from licensed insurers and self-insurers for 2022-23.

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.

	2023 \$'000	2022 \$'000
Levies	10 085	10 788
Transfer to Accrual Refund for Contributions	397	(1 594)
Total	10 482	9 194

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.

	2023 \$'000	2022 \$'000
Fees and fines	4	3
Total	4	3

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.

	2023 \$'000	2022 \$'000
Wages and salaries	3 723	3 297
Superannuation – defined contribution scheme	515	415
Superannuation – defined benefit scheme	19	28
Other employee expenses	117	34
Total	4 374	3 774

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 (2021-22: 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 10.5 per cent (2021-22: 10.0 per cent) of salary. In addition, the Board is required to pay into the Consolidated Fund a "gap" payment equivalent to 3.45 per cent (2021-22: 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	2023 \$'000	2022 \$'000
Intangibles	10 per cent	50	83
Total		50	83

2.3 Supplies and Consumables

	2023 \$'000	2022 \$'000
External Audit Fees	10	5
Internal Audit Fees	107	23
Advertising and promotion	445	253
Operating lease costs	27	19
Communications	29	22
Consultancies	279	61
Information technology	216	193
Printing	50	27
Travel and transport	62	32
Personnel expenses	46	138
Plant and equipment	12	2
Project management expenses	51	30
Library	82	94
Other supplies and consumables	70	21
Total	1 486	920

The external audit fee for 2022-23 is \$10,000 (\$4,510 for 2021-22).

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.

	2023 \$'000	2022 \$'000
Salary on-costs	75	76
Actuarial Services	259	387
Contribution to Safe Work Australia	235	227
Other operating expenses	26	48
Total	595	738

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 2022-23.

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 Receivables

The Board recognises receivables at amortised cost using the effective interest method. Any subsequent changes are recognised in the net result for the year when impaired, derecognised or through the amortisation process. The Board recognises an allowance for expected credit losses for all debt financial assets not held at fair value through profit and loss. The expected credit loss is based on the difference between the contractual cash flows and the cash flows that the entity expects to receive, discounted at the original effective interest rate.

For trade receivables, the Board applies a simplified approach in calculating expected credit losses. The Board recognises a loss allowance based on lifetime expected credit losses at each reporting date. The Board has established a provision matrix based on its historical credit loss experience for trade receivables, adjusted for forward-looking factors specific to the receivable. The Board did not have any accounts receivable as at 30 June 2022 or 30 June 2023.

4.2 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.

The Board reviews the useful life of the intangible assets on an annual basis. The useful life of the WorkCover Information System was extended by 2 years during the 2021-22 review.

(a) Carrying amount

	2023	2022
	\$'000	\$'000
Intangibles with a finite useful life		
Software at cost	1 120	1 120
Accumulated amortisation	(1 020)	(970)
Total Intangible assets	100	150

(b) Reconciliation of movements

2023	Software \$'000	Total \$'000
Carrying amount at 1 July	150	150
Amortisation expense	(50)	(50)
Carrying amount at 30 June	100	100
2022		
Carrying amount at 1 July	233	233
Amortisation expense	(83)	(83)
Carrying amount at 30 June	150	150

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.

	2023 \$'000	2022 \$'000
Trade Payables	-	-
Accrued expenses	72	31
Accrual Refund for Contributions (Note 1.1)	2 836	3 235
Total	2 908	3 266
Settled within 12 months	2 908	3 266
Total	2 908	3 266

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.

	2023 \$'000	2022 \$'000
Accrued salaries	118	94
Annual leave	444	388
Long service leave	785	712
Total	1 347	1 194
Settled within 12 months	509	400
Settled in more than 12 months	838	794
Total	1 347	1 194

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.

	2023 \$'000	2022 \$'000
By type		
<i>Lease Commitments held with Finance-General</i>		
Motor vehicle fleet	20	74
<i>Total commitments held with Finance-General</i>	20	74
<i>Other commitments</i>		
Short term and/or low value leases	164	32
Other	1 449	1 328
<i>Total other commitments</i>	1 613	1 360
By maturity		
<i>Lease commitments</i>		
One year or less	20	33
From one to five years	-	41
<i>Total lease commitments</i>	20	74
<i>Other commitments</i>		
One year or less	1 335	1 243
From one to five years	278	117
<i>Total other commitments</i>	1 613	1 360
Total	1 633	1 434

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 2023.

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 Trust Account, held by the Board, and any other cash held. The Board processes all transactions through a Trust Account entitled S435 *Workers' Rehabilitation and Compensation Act 1988* Compensation Fund Account.

	2023 \$'000	2022 \$'000
Specific Purpose Account balance		
S435 - Workers' Compensation Act 1988 Compensation Fund Account	4 155	4 310
Total cash and deposits	4 155	4 310

7.2 Reconciliation of Net Result to Net Cash from Operating Activities

	2023 \$'000	2022 \$'000
Net result	-	-
Amortisation	50	83
(Increase) Decrease in Receivables	-	14
Increase (Decrease) in Refunds to Contributions Accrual	(399)	1 594
Increase (decrease) in Creditors and Accrued Expenses	41	16
Increase (decrease) in Attributed employee Benefits	153	242
Net cash from (used by) operating activities	(155)	1 949

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		
Receivables	Receivables are recognised at amortised cost, less any impairment losses, however, due to the short settlement period, receivables are not discounted back to their present value.	It is the Board's policy to issue invoices with 30 day terms of trade.
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 Board's 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 2022 or 30 June 2023.

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 2022 or 30 June 2023, 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:

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

2022**Maturity analysis for financial liabilities**

	1 Year	Undiscounted Total	Carrying Amount
	\$'000	\$'000	\$'000
Financial liabilities			
Payables and Accrued Expenses	31	31	31
Accrual Refund for Contributions	3 235	3 235	3 235
Total	3 266	3 266	3 266

(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:

	2023	2022
	\$'000	\$'000
Variable rate instruments		
Financial assets		
Cash in Specific Purpose Accounts	4 155	4 310
Total	4 155	4 310

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 2023		
Cash in Specific Purpose Accounts	42	(42)
Net sensitivity	42	(42)
30 June 2022		
Cash in Specific Purpose Accounts	43	(43)
Net sensitivity	43	(43)

These analyses assume all other variables remain constant. These analyses were performed on the same basis for 2022.

8.2 Categories of Financial Assets and Liabilities

	2023 \$'000	2022 \$'000
Financial assets		
Cash and cash equivalents	4 155	4 310
Amortised cost	-	-
Total	4 155	4 310
Financial Liabilities		
Financial liabilities measured at amortised cost	2 908	3 266
Total	2 908	3 266

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

	Carrying Amount 2023 \$'000	Net Fair Value 2023 \$'000	Carrying Amount 2022 \$'000	Net Fair Value 2022 \$'000
Financial assets				
Cash and deposits	4 155	4 155	4 310	4 310
Receivables	-	-	-	-
Total financial assets	4 155	4 155	4 310	4 310
Financial liabilities				
Financial Liabilities measured at amortised cost	2 908	2 908	3 266	3 266
Total financial liabilities	2 908	2 908	3 266	3 266

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 2023.

Note 10 Board Members' Compensation

The WorkCover Board consists of the following structure:

- Chair, Ms Ginna Webster, Secretary of the Department of Justice, appointed ex-officio pursuant to Section 9(1)(a) of the Act. Commenced 2 September 2019.
- 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:

2023	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

2022	Payment made to	Salary \$'000	Super \$'000	Other Benefits*	Total \$'000
WorkCover Tasmania Board Members					
Robert Walters		30	3	-	33
Graham Wood		30	3	-	33
Julieann Buchanan		30	3	-	33
Sofia Mavratzas		30	3	-	33
Jessica Munday		30	3	-	33
Total		150	15	-	165

*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:

	2023 \$'000	2022 \$'000
Unions Tasmania		
Costs associated with the WorkSafe Month Health and Safety Representatives Conference	47	39
	47	39
Worker Assist Tasmania Inc		
Worker Assist Grant	500	487
	500	487

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;

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- 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. The accounting policies are generally 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

There were no new or revised Standards and Interpretations issued by the Australian Accounting Standards Board that have a material impact on the reporting of the Board's operations for the current annual reporting period.

(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 following applicable Standards have been issued by the AASB and are yet to be applied:

- 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 2020-6 *Amendments to Australian Accounting Standards – Classification of Liabilities as Current or Non-current* - 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. This standard will apply to the Board's 2023-24 financial statements. The implementation of AASB 2020-6 is not expected to 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.

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.

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