2024-25 Annual Report

WORKCOVER BOARD
Tasmania

WorkCover Board Tasmania Annual Report 2024–25

ISSN: 3083-4201 (Online)

Published September 2025

We welcome your feedback on this report.

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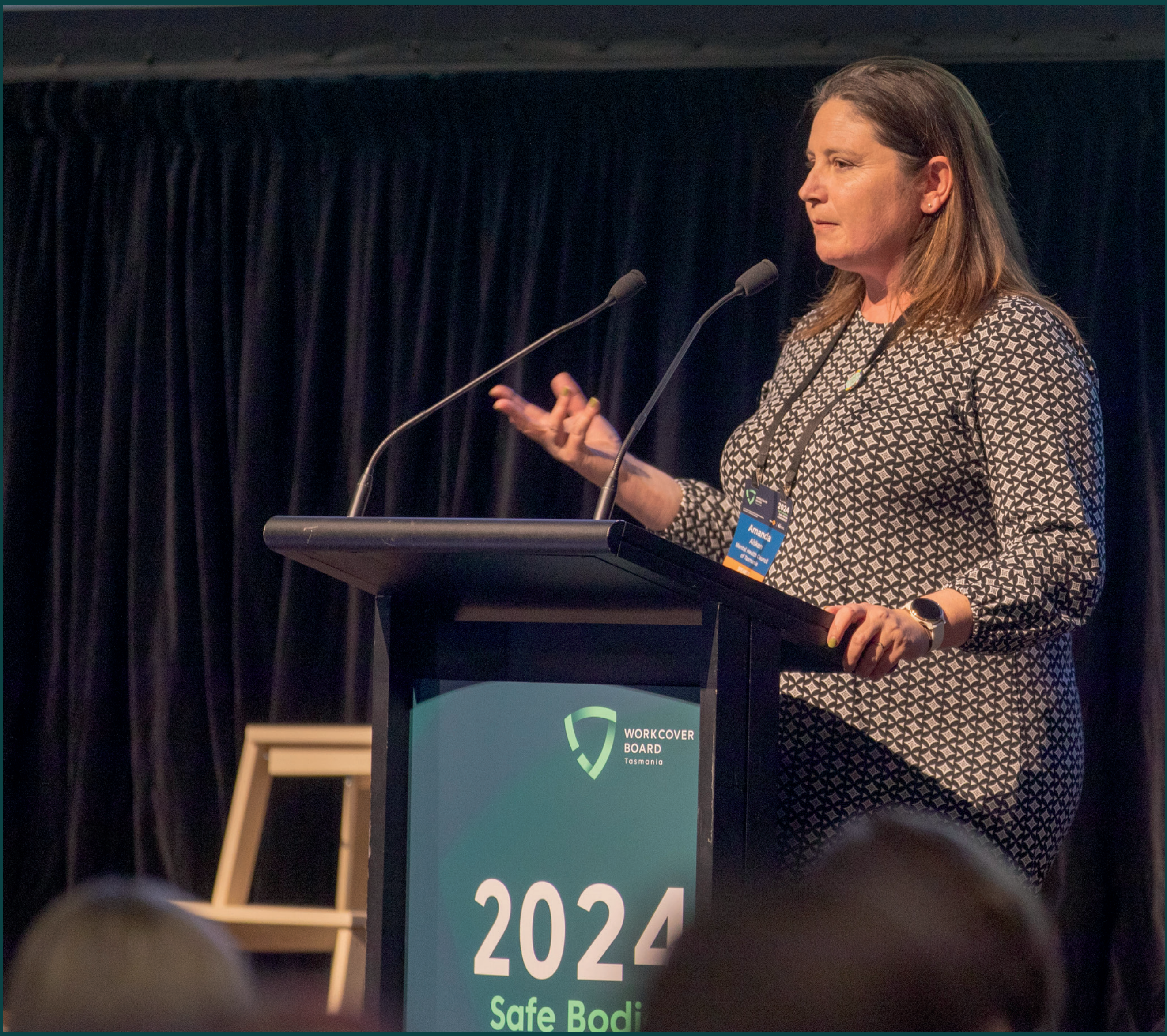


> WorkSafe Month 2024 attracted more than 3,500 registrations across 58 events. The WorkSafe Tasmania Conference welcomed over 450 delegates, with national experts sharing their insights on leadership, wellbeing and psychosocial hazards.

Chair's introduction

It is my pleasure to present the WorkCover Board Tasmania Annual Report for 2024–25.

With the Strategic Plan 2024–2028 now in its second year of operation, the Board has continued to deliver real improvements for Tasmanian workplaces. The Plan, developed with extensive stakeholder input, remains the foundation of our work and ensures our efforts are aligned with national directions while responding to Tasmania's unique needs. Oversight of the workers compensation scheme remains central to the Board's role.

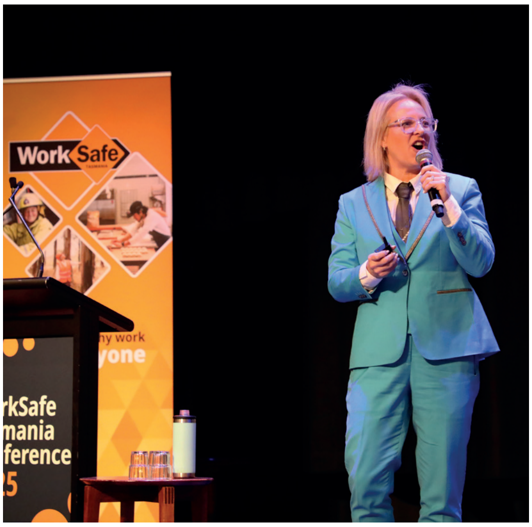
The Board has also advanced a number of important reforms. The Family Support Framework Implementation Project commenced its first phase, including the appointment of Tasmania's first Family Liaison Officer to provide dedicated support to bereaved families and seriously injured workers. Following the release of the Improving Injury Outcomes Report for the Tasmanian State Service, implementation of key recommendations began, helping to improve recovery and return-to-work outcomes for public sector employees. The Workplace Mental Health Framework moved into the development stage, with stakeholder workshops and reference groups laying the foundations for a statewide action plan to be launched in 2026. At the same time, the Psychosocial and Musculoskeletal Project commenced, recognising that musculoskeletal injuries account for more than half of all reported cases while psychosocial claims lead to the longest absences. To address these risks, new specialist roles were established, and early work began on cultural and systemic improvements. The Silica and Dust Diseases Project also made strong progress, delivering new resources and guidance for businesses and workers, alongside the award-winning No Obvious Signs campaign, which increased community awareness of the dangers of respirable crystalline silica.

Engagement with workers, employers and the community has again been a highlight of the year. WorkSafe Month 2024 attracted more than 3,500 registrations across 58 events. The WorkSafe Tasmania Conference welcomed over 450 delegates, with national experts sharing their insights on leadership, wellbeing and psychosocial hazards. Better Work Tasmania forums continued to provide important opportunities for networking and collaboration across industries, and the Board was proud to continue as a gold sponsor of The Mind Games, raising awareness and funds for workplace mental health research.

The Board also funds and supports services that deliver direct, practical assistance to workers and employers. In 2024–25, the Advisory Service undertook 673 workplace visits, provided tailored advice to 309 businesses, delivered 68 educational presentations to more than 2,200 workers and managers, and engaged with over 1,200 students to help prepare young people for safe working lives. The Helpline responded to nearly 8,000 calls and more than 3,300 emails, providing clear and timely advice on work health and safety and workers compensation matters. Together, these services ensure Tasmanians can access trusted support when they need it most.

I would like to acknowledge the valuable contributions of my fellow Board members, our committees and advisory panels, WorkSafe Tasmania staff, and the organisations we partner with, whose collaboration and commitment strengthen the support available to workers and employers. I also thank the many stakeholders who engaged with us over the past year. Their perspectives and experiences are crucial in shaping the Board's work and the future direction of workplace health and safety in Tasmania.

Kristy Bourne
Chair



About the Board

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

To achieve this, the Board:

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

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

Reporting to the Minister

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

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

No ministerial directions were received during this reporting period.

Relationship with WorkSafe Tasmania

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

WorkSafe 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

WorkSafe's activities are guided by the Strategic Plan, a joint initiative between WorkSafe and the Board.

The Strategic Plan for 2023–2028 set out 3 strategies for achieving healthier, safer and productive workplaces:

- **Goal 1**: Safer and healthier workplaces
- **Goal 2**: Supporting people affected by workplace injuries
- **Goal 3**: Building a collaborative health, safety and injury management culture

The Strategic Plan 2024–2028, approved by the Board in February 2024, has now been in effect for a full year. Developed through extensive consultation with more than 70 stakeholders, including unions, insurers, employers, government agencies, and representatives from the medical and legal sectors, the Plan reflects the shared insights and priorities of Tasmania's workplace safety community. Contributions also came from industry groups, peak bodies, Tasmanian businesses, and WorkSafe Tasmania staff through workshops, targeted meetings, online engagement, and public feedback on the draft Plan.

Now in its second year, the Plan continues to be guided by its 3 strategic goals.

The Strategic Plan places strong emphasis on the prevention and management of psychosocial hazards, recognising that mental health injuries are as significant as physical ones. This focus reflects a broader understanding of how work affects overall wellbeing.

The Plan also responds to changing workplace dynamics over the past decade, including:

- shifts in employment patterns, with a higher proportion of casual workers in Tasmania compared to the national average
- the rise of platform labour hire, particularly in the healthcare and disability sectors.

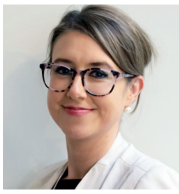
Importantly, the Plan remains aligned with national directions, including the Australian Work Health and Safety Strategy 2023–2033.

This annual report outlines the progress made under the Plans, highlighting the actions taken and initiatives launched in line with the new strategic priorities.

You can read more about the Plan on WorkCover's website at **workcover.tas.gov.au/about/strategic-plan**

Board membership

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



Kristy Bourne

Chair, Secretary of the Department of Justice, appointed July 2024 ex officio pursuant to section 9(1)(a) of the Act.

Kristy Bourne is the Secretary of the Department of Justice, Tasmania, and has been the Chair of the Board since August 2024, when she became Acting Secretary of the Department. A former practicing lawyer, Ms Bourne is recognised as an effective, values-based leader with a passion for the Justice and Corrections sectors and a broad operational knowledge. Her career includes experience with Victorian firm Freehills and the Queensland Department of Employment, Economic Development and Innovation, as well as the Chief of Staff to Tasmanian Attorney-General, the late Honourable Dr Vanessa Goodwin MLC.

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. He worked as a partner and consultant with a Hobart law firm from 1990 until his recent retirement. He specialised in litigious work including workers compensation and personal injury matters at both trial and appeal levels.

He has served as panel solicitor for major insurance companies and for more than 30 years has been the principal solicitor advising the Police Association of Tasmania on legal issues including administrative law, workers compensation, and industrial matters. Graham holds 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 29 years of personal injury claims experience across insurers, interstate regulators and with South Australia's largest self-insurer.

Sofia has held executive positions overseeing legal, medical and allied health provider management, fraud, recoveries and injury and case management for various national and state public and private sector organisations. She most recently developed person-centred claims management and biopsychosocial models for insurers. Sofia has postgraduate qualifications in business management, completed the Company Directors Course with the Australian Institute of Company Directors (AICD), and other professional development courses focused on strategic thinking, leadership and stakeholder engagement.

Jessica Munday

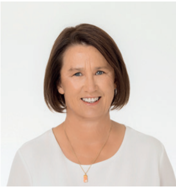
Appointed January 2018 pursuant to section 9(1)(b)(iv) of the Act ('a person with expertise in the evidence base related to management of work-related injuries and who advocates for, or has experience in respect of, the interests of injured workers').

Jessica has led the trade union movement in Tasmania since 2017, representing approximately 50,000 workers across the private and public sector as Secretary of Unions Tasmania. She also represents Tasmanian workers on the executive of the national peak body for unions, the Australian Council of Trade Unions.

Jessica has spent almost 2 decades as an industrial relations and work health and safety practitioner and campaigner. Before leading Unions Tasmania, she worked with the Community and Public Sector Union for 12 years, including 3 years as regional secretary of the branch.

Jessica is an experienced board director, in the not for profit, government, and superannuation sectors. She is a trustee director of an industry superannuation fund, and president and treasurer of the community legal centre, Worker Assist.

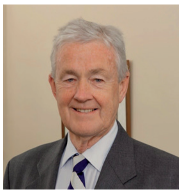
Jessica has a degree in Political Science and Public Policy, a Certificate IV in Unionism and a Certificate IV in Work Health and Safety. Jessica has completed the Australian Institute of Superannuation Trustees Trustee Directors course and is a graduate of the AICD.



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 more than 30 years of experience in safety, occupational rehabilitation, and workers compensation insurance. She has held executive roles overseeing national safety, workers compensation, and injury management functions across diverse employment settings. Julieann is a former chair of the Self Insurer’s Association of Tasmania and a past member of the Nominal Insurer. Most recently, she served as the Tasmanian manager for one of the state's largest self-insurers. Julieann has a Bachelor of Applied Science in Occupational Therapy, a masters degree in ageing populations, and postgraduate qualifications in occupational rehabilitation, ergonomics, human resources, and management. She is a member of the AICD and Occupational Therapy Australia.



Dr Robert Walters

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

Rob has been a practising general practitioner in Hobart for more than 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 licenses insurers to cover employers for workers compensation claims made by their workers, and grants permits to employers who choose to self-insure against workers compensation claims made by their workers.

As at 30 June 2025, there were six licensed insurers and eight self-insurers. To see a list of insurers, go to **worksafe.tas.gov.au** and search for 'insurers'.

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

Medical practitioners

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

As at 30 June 2025, there were 420 medical practitioners accredited by the Board. During the year, 39 new applications were approved. To see a list of accredited medical practitioners, go to **worksafe.tas.gov.au** and search for 'medical practitioner'.

Workplace rehabilitation providers

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

As at 30 June 2025, there were 42 accredited WRPs. To see a list of accredited WRPs, go to worksafe.tas.gov.au and search for 'rehab providers'.

Approved injury management programs

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

As at 30 June 2025, there were 29 approved injury management programs: 8 self-insurers, 6 licensed insurers, and 15 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 2024–25, the Board produced several reports including the Suggested Industry Premium Rates 2024–25 Report, Scheme Review, Notional Premiums and the Insurer Environment Report and the 2023 Work Health and Safety Performance report.

The performance of the scheme is addressed later in this report.

Asbestos-Related Diseases (Occupational Exposure) Compensation Act 2011

Reporting on the effectiveness of the scheme

In 2024–25, the Board received 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:

17 new completed applications were received by the Asbestos Compensation Commissioner

Of these 17 claims, 12 were accepted, 1 was withdrawn, 3 were determined to have less than 10% whole person impairment and not accepted, 1 was determined to not have an asbestos-related disease and not accepted

$5,952,905.10 paid in lump sum compensation costs

$31,590.53 paid in claimant medical expenses

$70,355.13 paid in funeral expenses

$0.00 paid in rehabilitation expenses

$32,375.00 paid in medical panel expenses

$5,882.74 paid in travel expenses

$41,950.00 paid in impairment assessment costs

$8,628,400.35 revenue received from asbestos levy contributions

The asbestos levy rate has remained the same as for the previous financial year, at 1.75%

As at 30 June 2025, the total number of compensation claims received since the scheme began was 242

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 and Better Work Tasmania.
See 'Board Achievements' in this report for details of this work.

Board committees and panels

The Board has 4 committees that provide advice on matters relating to the Board's areas of oversight.

The Board also has 2 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:

- WorkCover Tasmania risk profile reporting
- 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.

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), Richard Grueber, Kristy Bourne.

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
- industry snapshots
- workplace injury reports
- WorkSafe Month.

Rehabilitation and Compensation Committee

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

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

Matters of oversight:

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

Medical Advisory Panel

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

Members: Dr Robert Walters (Chair); Dr John Saul, Australian Medical Association; Dr Peter Sharman, Royal Australasian College of Physicians (Australasian Faculty of Occupational and Environmental Medicine); Dr Megan Baker, Australian College of General Practitioners, Dr Ben Dodds, Rural Doctors Association Tasmania.

Matters of advice, included, but not limited to:

- improving injury outcomes
- electronic claim form and medical certificate
- awareness about silica
- independent medical review guidelines
- medical strategy.

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); Mr Frank Imbessi, Australian Rehabilitation Providers Association; Anne-Marie Dean, Tasmanian Association of Vocational Rehabilitation Providers; Julia Drew, Injury Management Coordinators Association of Tasmania; Dr Boris Fedoric, Australian Society of Rehabilitation Counsellors; Professor Angela Martin, academic representative working in the area of vocational rehabilitation nominated by the University of Tasmania.

Matters of advice, included, but not limited to:

- workplace rehabilitation provider framework
- electronic claim form and medical certificate.

Tables of attendance

Board Members and Attendance

Member	14 August 2024	16 October 2024	12 December 2024	19 February 2025	19 March 2025	7 May 2025	26 June 2025
Kristy Bourne, Chair (August 2024)	✓	✓	✓	✓	✓	✓	✓
Julieann Buchanan (Appointed 23 January 2018)	✓	✓	✓	✓	✓	✓	✓
Sofia Mavratzas (Appointed 23 January 2018)	✓	✓	✓	✓	✓	✓	✓
Jessica Munday (Appointed 23 January 2018)	✓	✓	✓	✓	✓	✓	×
Robert Walters (Re-appointed 23 January 2018)	✓	✓	✓	✓	✓	✓	✓
Graham Wood (Appointed 23 January 2018)	✓	✓	✓	✓	✓	✓	✓

With the exception of the Chair, whose position is ex-officio Secretary of the Department of Justice, members are appointed for 3-year terms. Current terms were extended under the *Acts Interpretation Act 1931*.

Governance and Audit Committee Members and Attendance

Member	7 August 2024	20 November 2024	16 April 2025
Graham Wood, Chair	✓	✓	✓
Sofia Mavratzas	✓	✓	✓
Jessica Munday	✓	✓	✓

Legislative Review Advisory Committee Members and Attendance

Member	7 August 2024	16 April
Graham Wood, Chair	✓	✓
Richard Grueber	✓	✓
Kristy Bourne	✓	✓

Work Health and Safety Committee Members and Attendance

Member	7 August 2024	20 November 2024	5 February 2025	11 June 2025
Julieann Buchanan, Chair	✓	✓	✓	✓
Jessica Munday	✓	✓	✓	✗
Robert Walters	✓	✓	✓	✓

Rehabilitation and Compensation Committee Members and Attendance

Member	18 September 2024	5 February 2025	11 June 2025
Julieann Buchanan, Chair	✓	✓	✓
Sofia Mavratzas	✓	✓	✓
Robert Walters	✓	✓	✓

Medical Advisory Panel Members and Attendance

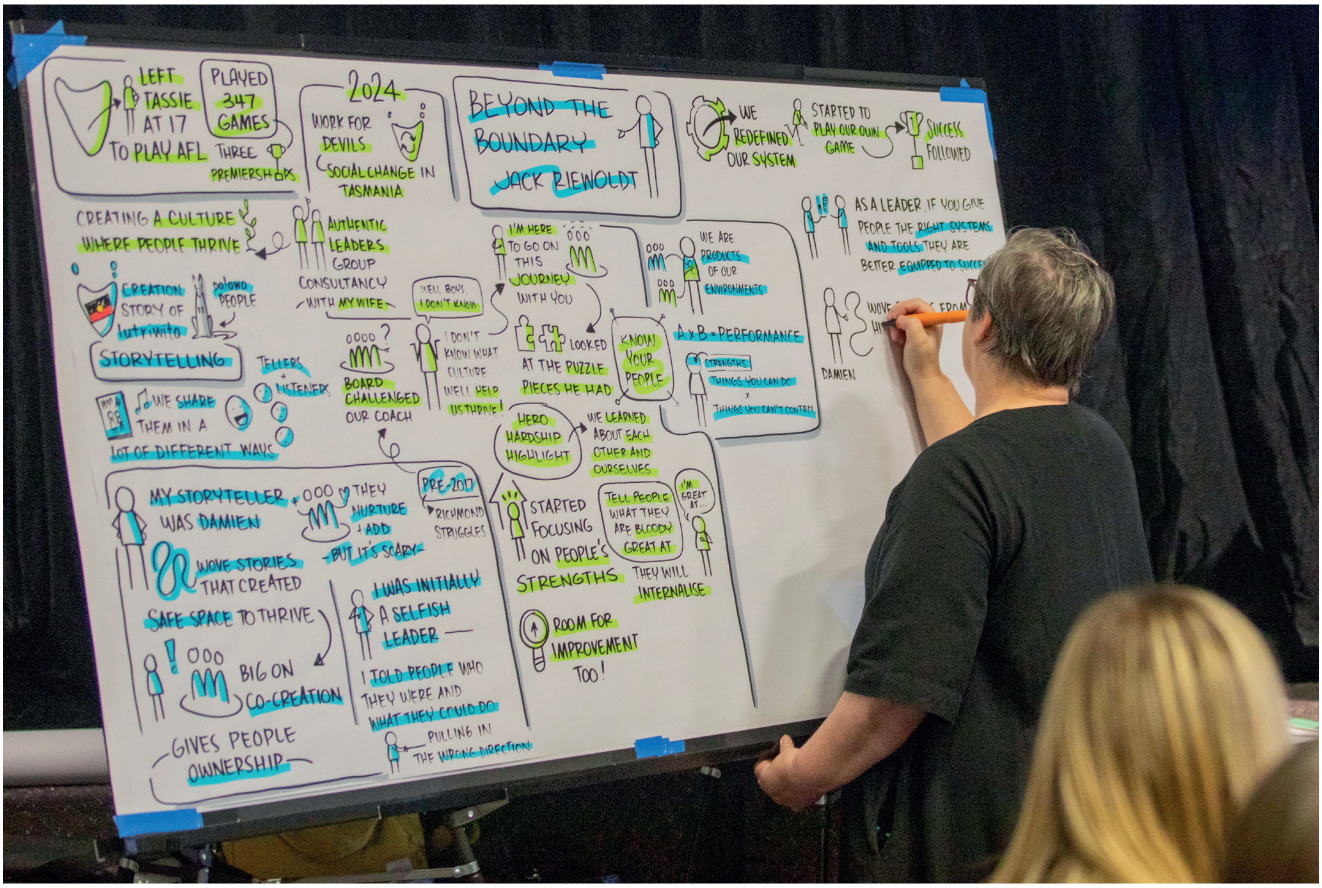
Member	18 September 2024	26 March 2025
Robert Walters, Chair	✓	✓
John Saul	✓	✓
Peter Sharman	✓	✓
Mark Spearpoint	✓	N/A
Benjamin Dodds	N/A	✓

Rehabilitation Advisory Panel Members and Attendance

Member	19 November 2024	26 March 2025
Julieann Buchanan, Chair	✓	✓
Derick Borean	✓	✓
Anne-Marie Dean	✓	✓
Julia Drew	✓	✓
Boris Fedoric	✓	✓
Angela Martin	✗	✓

Structure of the Board Committees and Panels

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



Board achievements

WorkSafe Tasmania supports the Board's functions to oversee the workers compensation scheme and ensure effective injury management in Tasmania. In 2024–25 the Board's key achievements delivered by WorkSafe Tasmania included:

- providing information, advice and education to employers and workers including through the Advisory Service, events such as WorkSafe Month, annual conference, and Workplace Issues magazine
- 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 comprehensive recommendations to improve the workers compensation scheme as it applies to the Tasmanian State Service informed by the lived of experience of Tasmanian public sector employees
- providing businesses, workers and the community better information about the health risks associated with exposure to respirable crystalline silica, and the best practice approaches to manage those risks.

Advisory, Information and Education Services Grants

The Board continued to fund two independent service providers for the majority of the reporting period.

- 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 provided advice, information, and education to businesses on work health and safety via this grant funding.

2024 Annual Conference

The annual WorkSafe Tasmania Conference attracted more than 478 delegates, participating both online and in person.

Keynote speakers included:

- Jack Riewoldt, Former AFL Player and Leadership Consultant discussed Beyond the boundary: Winning leadership strategies for safe bodies and safe minds
- Emily Toner, Mindfulness and Wellbeing Consultant discussed The science of wellbeing: Why presence is your superpower
- Robyn Pearce, WorkSafe Tasmania gave the regulator's update
- Amanda Aitken, Mental Health Council of Tasmania discussed Take a minute: A new and novel research-based Tasmanian mental health campaign for workplaces
- Michael Quinlan, Emeritus Professor of Industrial Relations, University of New South Wales discussed Psychosocial hazards at work: Causes and remedies
- Syndey Dekker, Author and Director of the Safety Science Innovation Lab, Griffith University provided an inspiring closing address.

WorkSafe Tasmania Month

The WorkSafe Engagement Program contributes significantly to building culture and capability in businesses. It includes various initiatives such as awareness campaigns, WorkSafe Month, the WorkSafe Conference, Better Work Tasmania forums, agricultural shows, and similar activities.

This year, over 3,624 people registered for 24 webinar and 34 in person events across the state during WorkSafe month, up from nearly 2,400 people registered for 12 webinar and 31 in person events in the prior year's program.

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

Better Work Tasmania Networking Forums

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

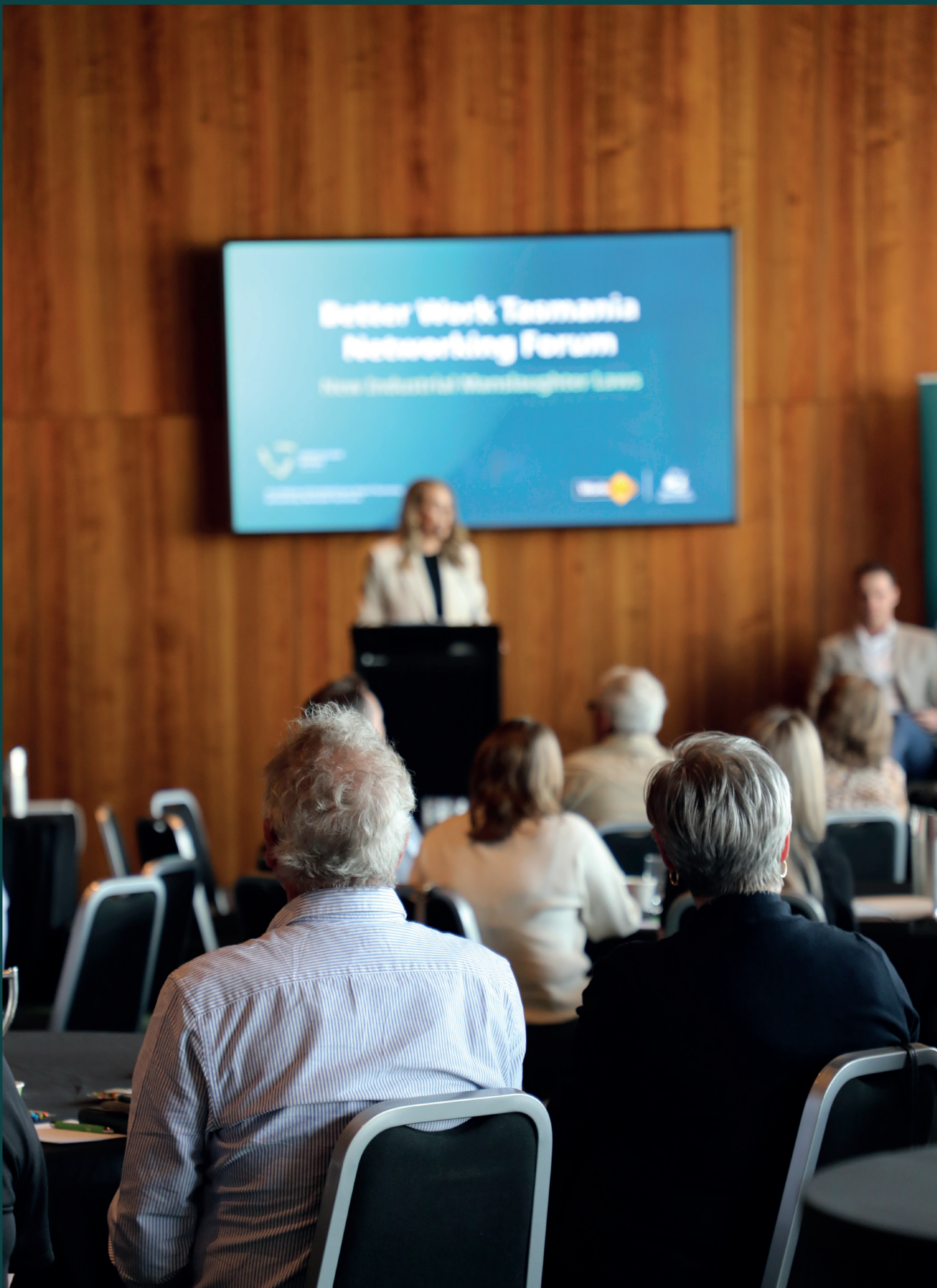
As part of the program, we delivered and supported a range of activities and workshops, including the BWT Networking Forum on industrial manslaughter, supported the Working Well Study Project, and the Improving Injury Outcomes Implementation Workshops.

Since 2015, the BWT 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.

Helpline

The Helpline is often the first point of access for workers, employers and the public seeking information and advice from WorkSafe. The most common areas of enquiry relate to work health and safety, workers rehabilitation and compensation, dangerous goods, and long service leave. Helpline operators aim to respond to requests for information immediately wherever possible, providing clear and timely advice at first contact. More complex matters requiring further research or specialist input are referred to other areas within WorkSafe.

In 2024-25 Helpline operators answered 7,962 telephone enquiries and sent and received 3,363 emails. The Helpline also logs all notifiable incidents and complaints referred to the Inspectorates for response, recording 836 incident notifications (of which 688 met the statutory definition of a notifiable incident) and 498 complaints this year.


Better Work Tasmania
Networking Forum

Advisory Service

Small business (those employing less than 20 people) accounts for 97% of businesses in Tasmania (source: Business Tasmania), and one in 6 workplace injuries occur in small business.

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

Engaging directly with employers, workers, farmers and other stakeholders is key to building community capacity to improve work health and safety across Tasmania. Our Advisory Service and Safe Farming Program each deliver practical and easy to understand information tailored to client needs and offer tailored farm and worksite visits. Both services also provide educational presentations to industry and sector groups.

The Advisory Service's primary role is to improve the safety and health performance of small and medium sized businesses, providing advice that is practical and relevant to each business. The service is delivered through workplace visits, where an experienced Advisor visits a business and provides one-on-one advice to the business owner or manager. After the initial visit, the Advisor provides a written report of their observations and identified areas of improvement. Visits are free of charge and available to all small and medium-sized businesses. The service undertook some targeted work with the racing industry and in the silica awareness space this year. Visits have been a little low in number this year due to staff shortage and extended leave periods.

In 2024–25, the Advisory Service made 673 visits engaging closely engaging with 309 individual PCBU's. We made 68 educational presentations to workplaces engaging with 2,236 individual workers, managers and officers about their roles and responsibilities in the workplace. Advisors also participate in presentations, trade shows and conferences, and community events. The Advisory Service engaged at rural events such as Agfest, King Island and Flinders Island shows.

The Advisory Service recognises the importance of empowering the next generation of workers about their workplace safety rights and responsibilities. Advisors presented to more than 1,200 students across 50 presentations at schools, colleges, TasTAFE and the University of Tasmania, and to new workers from employment or labour-hire agencies. These sessions aim to prepare future new and young workers for a safer and healthier working life.

The Mind Games 2024

The Board was once again pleased to be the gold sponsor of The Mind Games. The Mind Games is a fun, action-packed event to raise money for mental health research.

The Mind Games help to build and promote mentally healthy workplaces while raising money for critical research into the prevention and treatment of mental health problems. Profits raised from the 2024 event will fund research into workplace mental health at the Tasmanian-based Menzies Institute for Medical Research.

Projects and emerging risks

Projects

WorkSafe Tasmania delivers key project initiatives on behalf of the WorkCover Board Tasmania. To support this, the Board established a dedicated Projects and Emerging Risks function within WorkSafe in 2021-22. This function plays a central role in implementing our shared Strategic Plan and promotes a consistent, structured approach to project delivery. Projects progressed this year included:

- Electronic Claims and Medical Certificate
- Silica and Dust Diseases
- WorkSafe Tasmania Project Management
- Family Support Framework Implementation
- Family Liaison Officer Role implementation
- Workplace Mental Health Framework
- Improving Injury Outcomes Project and its Implementation
- Psychosocial and Musculoskeletal
- Asbestos National Strategic Plan
- Silica National Strategic Plan.

Key achievements from each are outlined below.

Electronic Claims and Medical Certificate Project

To modernise claims processes, the Board revised key workers compensation documents, releasing new fillable PDF versions of the Workers Compensation Claim Form, Dependants of Deceased Workers Claim Form, and Certificate of Capacity in February 2024. These replaced paper forms and shift focus to a worker's capacity, including both physical and psychosocial elements, to better support return to work outcomes. Development involved broad consultation and simplification to enhance usability. Forms remain printable for accessibility. In June 2023, Phase 2 (a digital solution) was paused due to cybersecurity risks to sensitive health data. This work may be reinstated in future if the emerging security risks can be appropriately managed. The project concluded in December 2024.

Silica and Dust Diseases Project

The SDD Project focused on raising awareness of health risks from silica and dust exposure. Outputs included guidance notes, educational case studies, silica safe web content, and a risk control plan template aligned with new regulations from September 2024. A key component was the 'No Obvious Signs' public campaign, which ran across TV, radio, digital, and social media, supported by promotional materials distributed at worksites across Tasmania. The campaign won a 2024 Diemen Award before the project closed in December 2024.

WST Project Management Project

This project aims to strengthen consistency and rigour in project delivery at WorkSafe. It is developing processes, tools, and templates aligned with the Department's project and change management frameworks. Outputs include a tailored project management handbook, templates, centralised resources, and a governance handbook. Completion is expected in May 2026.

Family Support Framework Implementation Project

The FSFI Project addresses recommendations from the 2023 Family Support Plan to enhance services for seriously injured workers, bereaved families, WorkSafe staff, and stakeholders. Phase 1 (May 2025–Jan 2026) focuses on internal systems and includes the onboarding of the first Family Liaison Officer (FLO). Key policy and procedural updates for the compensation scheme are underway. Phase 2 (2026–2027) will focus on external community support, while Phase 3 (2027–2028) will explore broader support in education, finance, and services. The project will run through to December 2028.

Family Liaison Officer Role

WorkSafe's first FLO now provides direct support to families affected by industrial deaths and seriously injured workers. The role helps explain the investigative processes, offers updates, and provides guidance around court proceedings and bereavement. Additionally, the FLO can offer emotional support throughout an investigation and connect families and workers with grief and trauma counselling services.

Workplace Mental Health Framework Project

This project is creating a statewide framework and action plan to improve mental health in Tasmanian workplaces. Completed work includes stakeholder workshops, lived experience engagement, and the statewide 'Working Well' survey. Ongoing activities involve the development of a blueprint, reference groups, a mental health campaign, and public-facing online resources. The first regional reference group sessions were held in May 2025. Launch is scheduled for April 2026, with project closure in June 2026.

Improving Injury Outcomes Project

A Board-commissioned review of Tasmanian State Service (TSS) workers' compensation revealed rising claim costs and durations. Partnering with UTAS, the project gathered data and insights from injured workers, supported by ethics approval for qualitative research. Findings, literature, and stakeholder input were compiled in the 'Improving Injury Outcomes in the TSS Recommendations Report', featuring 32 detailed recommendations targeting cultural, systemic, and procedural reforms. The Report features direct quotes from workers who were interviewed, and these provide a particularly compelling perspective on the impact of the system and the case for change. The project concluded in December 2024.

Improving Injury Outcome Implementation Project

Following the Improving Injury Outcome (IIO) Report, this project supports delivery of 2 of the 6 Board-led recommendations and monitors progress on the remaining 30, shared among the Head of the State Service (HoSS), TSS agencies, and the State Service Management Office (SSMO). To date, statewide workshops for TSS leaders and injury management professionals have been delivered. Further outputs will include updated resources and professional development tools. The project will be completed in December 2026.

Psychosocial and Musculoskeletal Project

This project targets the growing overlap between musculoskeletal and psychosocial injuries, which are slow to recover, costly, and often lead to long-term workforce exit. Musculoskeletal injuries account for 51% of reported cases in Tasmania; psychosocial injuries cause the longest absences. The project will be delivered in six phases (2025–2026), starting with analysis and strategy development, followed by internal and external implementation. Two new roles, an Ergonomist and an Organisational Psychologist, begin in July 2025 to support the early phase. The project ends in December 2026.

Asbestos National Strategic Plan Project

Tasmania continues to lead implementation of the national ANSP, overseen by the Asbestos and Silica Safety and Eradication Agency (ASSEA). Local efforts under the *Work Health and Safety Act 2012* and Work Health and Safety Regulations 2022 include compliance inspections and policy reform. Tasmania received national recognition from the ASSEA CEO for leadership between July 2022 and June 2024. Now in Phase 3 (2024–2030), the plan emphasises stricter regulation, proactive removal, and national coordination. Implementation is led by a steering committee and a new coordination group chaired by WorkSafe.

Silica National Strategic Plan

The SNSP 2024–2030 aims to eliminate silica-related disease through education, monitoring, stronger WHS laws, and research. Developed nationally through wide consultation, its success depends on coordinated jurisdictional action. In Tasmania, WorkSafe is forming a coordination group and progressing WHS adoption, air monitoring, awareness campaigns, and health support initiatives. The first coordination meeting is planned for August 2025.

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.**

Appendices

Appendix One: Contracts

Information required under the *Financial Management Act 2016* for contracts awarded in 2024-25..

Summary of participation by local business for 2024-25 (for contracts including consultancies) and tenders greater than $50,000

Total number of contracts/grants awarded in 2024-25	5
Total number of contracts/grants awarded to Tasmanian businesses in 2024-25	4
Total value of contracts awarded in 2024-25	$720,309
Total value of contracts awarded to Tasmanian businesses in 2024-25	$263,509
Total number of tenders called and written quotation processes run	1
Total number of bids and/or written quotations received	5
Total number of bids and/or written quotations received from Tasmanian businesses	0

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

Name of contractor	Location of contractor	Description	Date of contract	Period of contract	Total value of contract
Contracts awarded 2024-25:					
KPMG	Sydney, NSW	Actuarial services: Suggested Rates, Scheme Review, Insurance Environment Report, Notional Premiums, Monitoring Tool, National Workers Compensation Context Update.	1 November 2024	1 November 2024 to 31 July 2027	$456,800
Leishman Associate	Hobart, TAS	2025 Conference	26 May 2025	26 May to 9 September 2025	$58,192
Stenning & Associates	Hobart, TAS	Drafting Workplace Mental Health Framework	1 January 2025	1 January 2025 to 31 December 2025	$76,862
Unions Tasmania	Hobart, TAS	Delivery of a free work health and safety event during WorkSafe Tasmania Month	16 June 2024	30 November 2024	$55,000

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

Name of contractor	Location of contractor	Description	Date of contract	Period of contract	Total value of contract
2PM Services	Hobart, TAS	Delivered policy reviews, procedure development, training, project management tools, communication processes, gap analysis, resource recommendations, and strategy development across a number of Board projects.		24 March 2025 to 30 June 2025	$73,455

Previously awarded contracts above $50,000 continuing into 2024-25:

Name of contractor	Location of contractor	Description	Date of contract	Period of contract	Total value of contract
The20 Pty Ltd	Hobart, TAS	Marketing and Advertising Services	8 January 2021	1 February 2021 to 31 January 2024	$500,000
				Contract extended to 21 January 2025	$150,000
Scyne Advisory (previously known as Pricewaterhouse Coopers)	Sydney, NSW	Actuarial Services	30 September 2019 to 31 October 2024	1 July 2019 to 30 June 2022	$778,723
				1 July 2022 to 30 June 2023	$286,586
				1 July 2023 to 30 June 2024	$300,914
				Contract extended to 31 October 2024	$185,000
The State of Queensland (acting through the Office of Industrial Relations)	Brisbane, QLD	Provision of a platform and access to a psychosocial risk assessment survey		March 2021 to March 2026	$100,000
Healthcare Management Advisors Pty Ltd	Melbourne, VIC	Formative evaluation of Workers Compensation Certificate of Capacity		7 August 2023 to 2 August 2024	$54,120

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

Name of contractor	Location of contractor	Description	Date of contract	Period of contract	Total value of contract
Menzies Institute for Medical Research, University of Tasmania	Hobart, TAS	Develop research tool and provide baseline data: Tasmanian Workplace Mental Health Framework		1 May 2024 to 1 May 2025	$267,807
		Provision of an evidence-based report contributing to the formulation of the Framework			$72,135

Advisory, Information and Education Services Grants

Grants (all based in Tasmania)

Name of recipient	Description	Date of grant	Period of grant	Total value
Tasmanian Chamber of Commerce and Industry Limited*	Advisory Services	1 July 2020 to 30 September 2024	1 July 2020 to 30 June 2021	$350,000
			Contract extended to 30 June 2022	$350,000
			Contract extended to 30 June 2023	$350,000
			Contract extended to 31 December 2023	$175,000
			Contract extended to 31 December 2024 (ceased on 30 September 2024)	$204,750
Worker Assist Tasmania Inc	Advisory Services	1 July 2020 to 30 June 2023		$1,464,341
		Contract extended to 31 December 2023		$249,066
		Contract extended to 31 December 2024		$561,177
		Contract extended to 30 June 2024		$287,603
		Contract extended to 31 December 2025		$287,603

Other Contracts and Grants

All other grants

Name of recipient	Location	Description	Period	Value

All other grants

Phoenix Australia Centre for Posttraumatic Mental Health Ltd		Learning management services	19 December 2022 to 19 December 2027	$126,000

All other contracts

Diligent Board Services Australia Pty Ltd (Diligent)	Sydney, NSW	Access to Diligent Service and Software	1 July 2024 to 30 June 2025	$32,033
The Mind Games Australia Pty Ltd	Hobart, TAS	Sponsorship of Mind Games	2 April 2025 to February 2026	$25,000
3P Advisory (3p & Associated Pty Ltd)	Hobart, TAS	Facilitated structured discussion with stakeholders to enable input into draft Workplace Mental Health Framework	17 January 2025 to 12 February 2026	$30,000
Synateq	Hobart, TAS	The provision of application support and consultancy services of the WorkCover Information Management System.	18 January 2025 to 17 January 2026	$15,235

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 Board Tasmania 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, among 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 2024-25 is a statistical report providing details of the performance of various aspects of the workers compensation scheme. The assessed performance of the scheme detailed in the scheme report card is calculated by the scheme actuary.

Total Claims Reported

There were 8,085 new claims reported in 2024-25. This is 170 fewer claims than at the end of June 2024 (8,343). The number of claims reported to the end of June 2025 is 258 (3%) fewer than the scheme actuary projection of 8,343 reported claims for 2024-25..

Total Payments Reported

Claim payments in 2024-25 totalled $373.3m. This is 25% ($75.3m) more than for the same time in 2023-24 ($298.0m). The $373.3m paid to the end of June 2025 is 19% higher than the scheme actuary projection ($312.6m).

Payment Types

Of the total $373.3m reported in claim payments in 2024-25, the largest proportion was in weekly compensation payments which accounted for around $147.0m, or 39% of the total value of payments.

Lump sum payments accounted for $121.7m or 33% of the total; medical and related payments for $82.6m or 22% of the total; and legal and investigation payments made up 6% of the total or $22.0m.

Earned Premium Rate

The earned premium rate for 2024-25 is 2.30% of wages. This is 10% higher than the suggested rate of 2.06% and 4% higher than the 2023-24 rate of 2.21%.

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 Board Tasmania's activities and the administration of the Workers Rehabilitation and Compensation Act 1988 for the year. The advanced levy rate for the 2024-25 year is 3.8% of premiums.

Written Premium Received

$307.9m in written premiums have been collected in 2024-25. This is 3% more than the $298.1m in premiums for 2023-24 The written premium pool is 8% higher than the suggested premium pool of $286.2m.

Report Card

	2023/24 Actual (A)	2024/25 Expected (E)	2024/25 Actual (A)	2024/25 Actual – Exp	2024/25 Actual – Exp %
Earned Wages ($m)[1]					
Licensed Insurers	13,766.8	14,794.0	14,511.3	-282.7	-2%
Self-Insurers	548.0	551.3	542.4	-8.9	-2%
Tasmanian State Service	3,691.2	3,912.8	3,982.6	69.8	2%
Scheme	**18,006.0**	**19,258.1**	**19,036.3**	**-221.8**	**-1%**
Number of Claims Reported					
All Claims					
Licensed Insurers	6,335	6,375	6,031	(344)	-5%
Self-Insurers	200	190	177	(13)	-7%
Tasmanian State Service	1,720	1,778	1,877	99	6%
Scheme	**8,255**	**8,343**	**8,085**	**(258)**	**-3%**
Total Claim Payments ($m)					
Licensed Insurers	173.2	186.9	209.1	22.2	12%
Self-Insurers	11.2	11.2	11.0	-0.2	-2%
Tasmanian State Service	113.6	114.5	153.2	38.7	34%
Scheme	**298.0**	**312.6**	**373.3**	**60.7**	**19%**
Weekly Benefits					
Lost Time Claims Reported					
Licensed Insurers	4,446	4,518	4,351	(167)	-4%
Self-Insurers	147	138	138	0	0%
Tasmanian State Service	1,145	1,176	1,407	231	20%
Scheme	**5,738**	**5,832**	**5,896**	**64**	**1%**
Weekly Benefit Payments ($m)					
Licensed Insurers	58.0	64.5	71.8	7.3	11%
Self-Insurers	3.5	3.8	3.6	-0.2	-5%
Tasmanian State Service	56.9	59.0	71.6	12.6	21%
Scheme	**118.4**	**127.2**	**147.0**	**19.8**	**16%**
Lump Sum Benefits					
Lump Sum Claims					
Licensed Insurers	403	444	439	(5)	-1%
Self-Insurers	25	19	21	2	11%
Tasmanian State Service	112	106	139	33	31%
Scheme	**540**	**570**	**599**	**29**	**5%**
Lump Sum Benefit Payments ($m)					
Licensed Insurers	54.6	57.3	63.7	6.4	11%
Self-Insurers	3.2	3.3	3.6	0.3	8%
Tasmanian State Service	33.5	31.0	54.4	23.4	75%
Scheme	**91.3**	**91.6**	**121.7**	**30.1**	**33%**
Medical & Related Benefit Benefits					
Licensed Insurers[2]	43.5	52.2	59.0	6.8	13%
Self-Insurers[2]	3.0	3.2	2.7	-0.5	-16%
Tasmanian State Service[3]	17.7	18.6	20.9	2.3	12%
Scheme	**64.2**	**73.9**	**82.6**	**8.6**	**12%**
Legal & Investigation Payments					
Licensed Insurers[2]	17.1	13.0	14.6	1.5	12%
Self-Insurers[2]	1.4	0.9	1.1	0.2	26%
Tasmanian State Service[3]	5.5	5.9	6.3	0.4	7%
Scheme	**24.1**	**19.9**	**22.0**	**2.2**	**11%**
Insurer Earned Premium Rate[1]	**2.21%**		**2.30%**		

Note: all payments are shown in nominal values in the Scheme Report Card above. However, payments are typically quoted in current (30 June 2025) values in the Scheme Review Report unless otherwise stated.

1 Adjusted for the movement from estimated initial to ultimate final.

2 2024/25 Expected payments have been adjusted from the Scyne 30 June 2024 Scheme Review to allow for the implementation NIDS v8.1 in January 2025, whereby independent medical reviews have been re-categorised from the medical benefit type to the legal & investigations benefit type. The adjustment has only been performed for the Licensed and Self-insurers and allows for comparison of Actual and Expected payment on a consistent basis.

3 The implementation of NIDS v8.1 was delayed past 30 June 2025. No adjustments for independent medical reviews have occurred. Therefore, the basis of TSS' Actual and Expected payments comparison is different to the Licensed and Self-insurers Actual and Expected payments comparison.

Audit Tasmania

Independent Auditor's Report

To the Members of Parliament

WorkCover Board Tasmania

Report on the Audit of the Financial Statements

Opinion

I have audited the financial statements of WorkCover Board Tasmania (the Board), which comprises the statement of financial position as at 30 June 2025 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, other explanatory notes and the statement of certification signed by the Members of the Board (the Members).

In my opinion, the accompanying financial statements:

(a) present fairly, in all material respects, the Board's financial position as at 30 June 2025 and its financial performance and its cash flows for the year then ended

(b) are 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 Statements* 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 statements 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.

My audit is not designed to provide assurance on the accuracy and appropriateness of the budget information in the Board's financial statements.

Responsibilities of the Members for the Financial Statements

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

In preparing the financial statements, the Members is 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 intends to cease operations, or has no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Statements

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are 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 statements.

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 statements, 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's 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 statements 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 statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

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

Stephen Morrison
Assistant Auditor-General
Delegate of the Auditor-General

3 September 2025
Hobart

WorkCover Board Tasmania

Financial Statements 2024-25

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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 2025 and the financial position as at end of the year.

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

Kristy Bourne	Graham Wood
Chair, WorkCover Board Tasmania	Member, WorkCover Board Tasmania Chair, Governance and Audit Committee
1 September 2025	1 September 2025

Statement of Comprehensive Income for the year ended 30 June 2025

	Notes	2025 Actual $'000	2024 Actual $'000
Income from continuing operations			
Contributions	1.1	11 689	11 433
Interest	1.2	290	223
Other revenue	1.3	25	34
Total income from continuing operations		**12 004**	**11 690**
Expenses from continuing operations			
Attributed employee benefits	2.1	4 961	4 705
Amortisation	2.2	50	50
Supplies and consumables	2.3	1 392	1 794
Grants	2.4	701	871
Service and administration costs paid to Department of Justice	2.5	1 759	1 409
Expenses incurred by Workers Rehabilitation and Compensation Tribunal	2.6	2 123	2 055
Other expenses	2.7	1 018	806
Total expenses from continuing operations		**12 004**	**11 690**
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 2025

	Notes	2025 Actual $'000	2024 Actual $'000
Assets			
Financial assets			
Cash and deposits	7.1	6 620	5 663
Receivables	4.1	8	-
Non-financial assets			
Intangible assets	4.2	-	50
Total assets		**6 628**	**5 713**
Liabilities			
Payables	5.1	5 188	4 291
Attributed employee benefits	5.2	1 440	1 422
Total liabilities		**6 628**	**5 713**
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 2025

	Notes	2025 Actual $'000	2024 Actual $'000
		Inflows	Inflows
Cash flows from operating activities		(Outflows)	(Outflows)
Cash inflows			
Industry Contributions		12 634	12 797
Interest		290	223
Other cash receipts		25	34
Total cash inflows		**12 949**	**13 054**
Cash outflows			
Attributed employee benefits		(4 945)	(4 627)
Supplies and consumables		(1 392)	(1 963)
Grants		(701)	(871)
Administration costs paid to Department of Justice		(1 759)	(1 279)
Expenses incurred by Workers Rehabilitation and Compensation Tribunal		(2 123)	(2 055)
Other cash payments		(1 072)	(751)
Total cash outflows		**(11 992)**	**(11 546)**
Net cash from (used by) operating activities	7.2	**957**	**1 508**
Net increase/(decrease) in cash held and cash equivalents		**957**	**1 508**
Cash and deposits at the beginning of the reporting period		**5 663**	**4 155**
Cash and deposits at the end of the reporting period	7.1	**6 620**	**5 663**

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 2025

	Notes	Accumulated Funds $'000	Total equity $'000
Balance as at 1 July 2024		-	-
Total comprehensive result		-	-
Total		-	-
Balance as at 30 June 2025		-	-

	Notes	Accumulated surplus / (deficit) $'000	Total equity $'000
Balance as at 1 July 2023		-	-
Total comprehensive result		-	-
Total		-	-
Balance as at 30 June 2024		-	-

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 2025

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.

2024-25 Contributions Determination

Income for the financial year ending 30 June 2025 includes the final determination, under the terms of the *Workers Rehabilitation and Compensation Act 1988*, of contributions from licensed insurers and self-insurers for 2024-25.

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.

	2025 $'000	2024 $'000
Levies	12 641	12 797
Transfer to Accrual Refund for Contributions	(952)	(1 364)
Total	**11 689**	**11 433**

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.

	2025 $'000	2024 $'000
Contributions	18	30
Fees and fines	7	4
Total	**25**	**34**

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.

	2025 $'000	2024 $'000
Wages and salaries	4 206	4 045
Superannuation – defined contribution scheme	606	604
Superannuation – defined benefit scheme	40	34
Other employee expenses	109	22
Total	**4 961**	**4 705**

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 (2023-24: 12.95 per cent) of salary.

Superannuation expenses relating to defined contribution schemes are paid directly to the relevant superannuation fund at a rate of 11.5 per cent (2023-24: 11 per cent) of salary. In addition, the Board is required to pay into the Public Account a "gap" payment equivalent to 3.45 per cent (2023-24: 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	2025 $'000	2024 $'000
Intangibles	10 per cent	50	50
Total		**50**	**50**

2.3 Supplies and Consumables

	2025 $'000	2024 $'000
External Audit Fees	18	15
Internal Audit Fees	5	126
Advertising and promotion	359	664
Operating lease costs	24	27
Communications	35	35
Consultancies	388	280
Information technology	171	175
Printing	10	35
Travel and transport	94	103
Personnel expenses	80	71
Plant and equipment	2	9
Project management expenses	150	166
Library	11	70
Other supplies and consumables	45	18
Total	**1 392**	**1 794**

The external audit fee for 2024-25 is $18,000 ($15,000 for 2023-24).

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 Board Tasmania.

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.

	2025 $'000	2024 $'000
Salary on-costs	90	84
Actuarial Services	270	315
Contribution to Safe Work Australia	268	266
Other operating expenses	390	141
Total	**1 018**	**806**

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 2024-25.

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

Receivables are initially recognised at fair value plus any directly attributable transaction costs. Trade receivables that do not contain a significant financing component are measured at the transaction price.

Receivables are held with the objective to collect the contractual cash flows and are subsequently measured 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. An allowance for 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, a simplified approach in calculating expected credit losses is applied, with a loss allowance based on lifetime expected credit losses recognised 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.

	2025 $'000	2024 $'000
Receivables	8	-
Less: Expected credit loss	-	-
Total	**8**	**-**
Settled within 12 months	8	-
Total	**8**	**-**

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.

(a) Carrying amount

	2025 $'000	2024 $'000
Intangibles with a finite useful life		
Software at cost	1 120	1 120
Accumulated amortisation	(1 120)	(1 070)
Total Intangible assets	**-**	**50**

(b) Reconciliation of movements

2025	**Software $'000**	**Total $'000**
Carrying amount at 1 July	**50**	**50**
Amortisation expense	50	50
Carrying amount at 30 June	**-**	**-**
2024		
Carrying amount at 1 July	**100**	**100**
Amortisation expense	(50)	(50)
Carrying amount at 30 June	**50**	**50**

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.

	2025 $'000	2024 $'000
Accrued expenses	34	89
Accrual Refund for Contributions (Note 1.1)	5 154	4 202
Total	**5 188**	**4 291**
Settled within 12 months	5 188	4 291
Total	**5 188**	**4 291**

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.

	2025 $'000	2024 $'000
Accrued salaries	144	134
Annual leave	464	492
Long service leave	832	796
Total	**1 440**	**1 422**
Settled within 12 months	495	555
Settled in more than 12 months	945	867
Total	**1 440**	**1 422**

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.

	2025 $'000	2024 $'000
By type		
Lease Commitments held with Finance-General		
Motor vehicle fleet	58	57
Total commitments held with Finance-General	**58**	**57**
Other commitments		
Short term and/or low value leases	29	227
Other	3 024	1 462
Total other commitments	**3 053**	**1 689**
By maturity		
Lease commitments		
One year or less	32	21
From one to five years	27	36
Total lease commitments	**59**	**57**
Other commitments		
One year or less	1 060	1 542
From one to five years	1 992	147
Total other commitments	**3 052**	**1 689**
Total	**3 111**	**1 746**

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 2025.

Note 7 Cash Flow Reconciliation

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

7.1 Cash and Deposits

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

	2025 $'000	2024 $'000
Specific Purpose Account balance		
S435 - Workers' Compensation Act 1988 Compensation Fund Account	6 620	5 663
Total cash and deposits	**6 620**	**5 663**

7.2 Reconciliation of Net Result to Net Cash from Operating Activities

	2025 $'000	2024 $'000
Net result	-	-
Amortisation	50	50
Increase (Decrease) in Refunds to Contributions Accrual	952	1 364
Increase (decrease) in Creditors and Accrued Expenses	(55)	17
Increase (decrease) in Attributed employee Benefits	18	77
Decrease (increase) in Receivables	(8)	-
Net cash from (used by) operating activities	**957**	**1 508**

7.3 Reconciliation of liabilities arising from financing activities

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

Note 8 Financial Instruments

8.1 Risk Exposures

(a) Risk management policies

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

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

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

(b) Credit risk exposures

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

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

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

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

The Board extends 30 day credit terms for sundry receivables, and receives standard commercial credit terms for sundry creditors.

Except as detailed in the following table, the carrying amount of financial assets recorded in the Financial Statements, net of any allowances for losses, represents the Boards maximum exposure to credit risk without taking into account of any collateral or other security:

	2025 $'000	2024 $'000
Receivables	8	-
Total	**8**	**-**

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.

Expected credit loss analysis of receivables as at 30 June 2025	Not past due $'000	Past due 1-30 days $'000	Past due 31-60 days $'000	Past due 61-90 days $'000	Total $'000
Expected credit loss rate (A)	0%	0%	0%	0%	0%
Total gross carrying amount (B)	8	-	-	-	8
Expected credit loss (A x B)	-	-	-	-	-

Expected credit loss analysis of receivables as at 30 June 2024	Not past due $'000	Past due 1-30 days $'000	Past due 31-60 days $'000	Past due 61-90 days $'000	Total $'000
Expected credit loss rate (A)	0%	0%	0%	0%	0%
Total gross carrying amount (B)	-	-	-	-	-
Expected credit loss (A x B)	-	-	-	-	-

(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:

2025

Maturity analysis for financial liabilities	1 Year $'000	Undiscounted Total $'000	Carrying Amount $'000
Financial liabilities			
Payables and Accrued Expenses	34	34	34
Accrual Refund for Contributions	5 154	5 154	5 154
Total	**5 188**	**5 188**	**5 188**

2024

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

(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:

	2025 $'000	2024 $'000
Variable rate instruments		
Financial assets		
Cash in Specific Purpose Accounts	6 620	5 663
Total	**6 620**	**5 663**

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 $'000	100 basis point decrease $'000
30 June 2025		
Cash in Specific Purpose Accounts	66	66
Net sensitivity	**66**	**(66)**
30 June 2024		
Cash in Specific Purpose Accounts	57	(57)
Net sensitivity	**57**	**(57)**

These analyses assume all other variables remain constant. These analyses were performed on the same basis for 2024.

8.2 Categories of Financial Assets and Liabilities

	2025 $'000	2024 $'000
Financial assets		
Cash and cash equivalents	6 620	5 663
Receivables at amortised cost	8	-
Total	**6 628**	**5 663**
Financial Liabilities		
Financial liabilities measured at amortised cost	5 188	4 291
Total	**5 188**	**4 291**

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

	Carrying Amount 2025 $'000	Net Fair Value 2025 $'000	Carrying Amount 2024 $'000	Net Fair Value 2024 $'000
Financial assets				
Cash and deposits	6 620	6 620	5 663	5 663
Receivables at amortised cost	8	8	-	-
Total financial assets	**6 628**	**6 628**	**5 663**	**5 663**
Financial liabilities				
Financial Liabilities measured at amortised cost	5 194	5 194	4 291	4 291
Total financial liabilities	**5 194**	**5 194**	**4 291**	**4 291**

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 2025.

Note 10 Board Members' Compensation

The WorkCover Board consists of the following structure:

- Kristy Bourne, Chair, the Secretary of the Department of Justice, was appointed ex-officio pursuant to Section 9(1)(a) of the Act. Commenced 13 January 2025.
- 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 Board Tasmania 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:

2025	Salary $'000	Super $'000	Other Benefits*	Total $'000
WorkCover Board Tasmania 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**

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

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:

	2025 $'000	2024 $'000
Unions Tasmania		
Costs associated with the WorkSafe Month Health and Safety Representatives Conference	-	50
	-	**50**
Worker Assist Tasmania Inc		
Worker Assist Grant	565	541
	565	**541**

All amounts are GST exclusive.

Board Member Jessica Munday is the Secretary of Unions Tasmania and the President and Treasurer of Worker Assist Tasmania Inc.

Note 12 Significant Accounting Policies

12.1 Operations of the Board

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

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

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

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

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

- such other functions as may be prescribed.

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

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

12.2 Statutory Matters

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

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

12.3 Basis of Accounting

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

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

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

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

12.4 Functional and Presentation Currency

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

12.5 Changes in Accounting Policies

(a) Impact of new and revised Accounting Standards

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 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.

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