



WorkCover Tasmania Board Annual Report 2021–22

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We welcome your feedback on this report.

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

WorkCover Tasmania Board

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WORKCOVER TASMANIA

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The Hon Elise Archer MP
Minister for Workplace Safety and Consumer Affairs

Dear Minister

WorkCover Tasmania Board Annual Report for 2021-2022

Pursuant to section 15 of the *Workers Rehabilitation and Compensation Act 1988*, I am pleased to submit the WorkCover Tasmania Board's annual report for the financial year 2021-2022.

Yours sincerely

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

Ginna Webster
Chair, WorkCover Tasmania Board
October 2022

Enclosure: WorkCover Tasmania Board Annual Report 2021-2022

Contents

Message from the Chair	3
About the Board	4
Board Membership	6
Board Functions	8
Board Committees and Panels	10
Board Achievements	16
Industry Snapshot	20
Appendices:	
Contracts	22
Right to Information	23
Public Interest Disclosure	23
Scheme Performance	24
Financial Statements	26
Ministerial Requests and Directions	56



• WorkSafe's Elisa Robinson, Kiahn Ryan, Amy Clifford, Kylie Walker and Erin Chivers.

Message from the Chair

The WorkCover Tasmania Board has continued to fulfil its role in helping to ensure that Tasmanians are safe and well every day. The Board does this through promoting healthy and safe workplaces and by ensuring Tasmanians have access to a fair and equitable workers compensation scheme that also promotes effective injury management and return to work.

The Board continues to support initiatives and programs that promote community awareness and understanding of work health and safety, mental health and wellbeing, workers compensation and return to work frameworks.

Healthier, safer and productive workplaces is our shared objective. In working towards this objective and achieving the Board's strategic plan, exciting progress has been made in the four focus areas of targeted harm reduction, culture and capability, regulatory frameworks, and exemplar regulator. The Board is looking forward to the development and implementation of its next strategic plan that begins mid-2023.

I am pleased to note that as Tasmania made the transition to living and working safely with COVID-19 throughout 2021-22, the Board and WorkSafe Tasmania were able to continue delivering innovative programs and initiatives to support employers and workers to operate in healthy and safe ways during the pandemic. As Public Health requirements to isolate changed and we prepared for the lifting of the emergency declaration, the Board actively monitored the situation and supported businesses to prepare and

transition to the new environment. The Board continues to work with Public Health and WorkSafe Tasmania to provide consistent, clear messaging to the community, and provide practical tools and advice to employers and workers about COVID-19 and managing it as an ongoing risk in workplaces.

The Board continues to prioritise effective governance. The Board has enjoyed expert input from medical practitioners and rehabilitation providers, and the Committees have provided the Board with oversight on a range of key issues and projects.

It is gratifying to note the ongoing positive impact Board-funded services provide to the Tasmanian community. These services include:

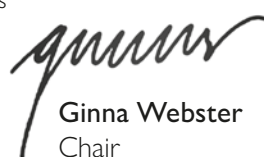
- WorkSafe Tasmania's Advisory Service, which provides free, practical support to help small and medium sized business manage safety, health and wellbeing
- Worker Assist Tasmania's provision of information, education and advice to workers regarding their entitlements
- The Tasmanian Chamber of Commerce and Industry's Work Health and Safety Advisory Service
- The Helpline, which is the first point of access for people seeking information and advice from WorkSafe. Helpline inspectors respond to requests for information immediately wherever possible, while matters requiring further research are directed to other areas of WorkSafe.

The WorkSafe Advisory Service has played a vital role in supporting business to transition out of the public health emergency declaration, and back into an environment where they are responsible for managing the risks COVID-19 continues to pose. The Advisory Service conducted 587 visits and engaged closely with 261 businesses. The Service also presented to 57 schools, colleges, TAFE, UTAS and employment agencies. These presentations educate new and young workers, preparing the next generation for a safer working life.

Since July 2021, the Helpline assisted with 10,444 phone enquiries, which equates to 694.35 talk hours for the reporting period. Out of this number, 1,875 calls were converted into a notification (812 incident notifications and 1,063 complaints). The Helpline also sent and received 3,197 emails relating to external stakeholder enquiries.

In working towards creating healthier and safer workplaces, the Board funded innovative and successful engagement activities over the course of the year, such as the WorkSafe Tasmania Conference and Better Work Tasmania.

As in previous years, I would like to extend my appreciation to the WorkSafe Tasmania team, and my thanks to fellow Board members, as we work to ensure that Tasmanians are safe and well every day.



Ginna Webster
Chair

About the Board

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

To achieve this, the Board:

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

Information about the Board can be found at worksafe.tas.gov.au/workcoverboard.

Reporting to the Minister

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

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

No ministerial directions were received during this reporting period.

Relationship with WorkSafe Tasmania

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

WorkSafe Tasmania supports the Board's functions, including overseeing the Tasmanian workers compensation scheme, and ensuring effective injury management. WorkSafe informs the Board of emerging national work health and safety issues and developments in work health and safety matters in other jurisdictions.

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



• Competitors at Mind Games. Photo by Richard Jupe.

Strategic Plan

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

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

These four strategies are to:

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

The Strategic Plan is due to end on 30 June 2023. The Board has begun initial work to develop a new strategic plan. The current plan is available at worksafe.tas.gov.au.

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



• WorkSafe's Paul Kilby at Mind Games. Photo by Richard Jupe.

Board Membership



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

Ginna Webster

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

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



Graham Wood

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

Graham was admitted as a barrister and solicitor of the Supreme Court of Tasmania in August 1984, and has been partner, now consultant, with a Hobart law firm since 1990. He specialises in all aspects of litigious work, including the conduct and carriage of matters representing the interest of plaintiffs and defendants. Graham has extensive experience in the conduct of workers compensation and personal injury matters, at trial level and on appeal. He is a panel solicitor for numerous major insurance companies; and for over 20 years has been the principal solicitor providing advice to the Police Association of Tasmania on legal issues including administrative law, workers compensation and industrial issues. Graham has a combined Bachelor of Economics and Laws Honours degree.



Sofia Mavratzas

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

Sofia is based in Adelaide and has extensive experience in the management of underwritten and statutory workers compensation claims in Tasmania, South Australia and New South Wales; and in compulsory third party claims in the Australian Capital Territory and South Australia. She has 27 years of personal injury claims experience across insurers, the South Australian workers compensation regulator and with South Australia's largest self-insurer. She has held executive positions overseeing legal, medical and allied health provider management, fraud and investigations, recoveries and injury and case management for various national and state public and private sector organisations. Sofia has postgraduate qualifications in business management and commenced postgraduate studies in human resource management. She has completed the company director's course and other professional development courses focused on strategic thinking, leadership and stakeholder engagement.



Jessica Munday

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

Elected to the peak body for unions in Tasmania in 2017, Jessica is the leader of the trade union movement in Tasmania. Unions Tasmania represents approximately 50,000 workers across the private and public sector. She also represents Tasmanian workers on the executive of the national peak body for unions, the Australian Council of Trade Unions. Jessica is an experienced industrial relations practitioner. Before leading Unions Tasmania, she worked with the Community and Public Sector Union for 12 years, including three years as regional secretary of the branch where she worked with members on industrial matters, workplace health and safety and workers compensation issues. She is also 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 member of the Australian Institute of Company Directors.



Julieann Buchanan

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

Julieann has over 30 years employer-based experience in safety, occupational rehabilitation and workers compensation insurance. She has held executive positions overseeing national and state safety, workers compensation, and injury management functions. Julieann is a past chair of the Self-Insurer's Association of Tasmania and prior member of the Nominal Insurer. She is currently the Tasmanian manager of a large self-insurer. Julieann is an occupational therapist with a Masters in Ageing and postgraduate qualifications in occupational rehabilitation, ergonomics, human resources, and management. She is a member of the Australian Institute of Company Directors.



Dr Robert Walters

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

Rob has been a practising general practitioner in Hobart for over 37 years. He has been the medical director of the Board since 1997 and has extensive experience on a number of boards and councils, including those of Primary Health Tasmania, the Australian Divisions of General Practice, the Cancer Council of Tasmania, the Asbestos Safety and Eradication Council, Headspace, Beyond Blue, and Rural Alive & Well. Rob also 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 also served in the Australian Defence Force since 1972, most recently as the Senior Medical Officer for the Australian Defence Force, Tasmanian Region in an Army Reserve capacity, holding the rank of Colonel.

Board Functions

The Board has statutory functions under the:

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

Workers Rehabilitation and Compensation Act 1988

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

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

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

Insurers

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

As at 30 June 2022, there are seven licenced insurers and nine self-insurers. To see a list of insurers, go to worksafe.tas.gov.au and search for 'insurers'.

The Board audits licenced insurers and self-insurers to assess their compliance with licence and permit legislation and conditions, including their claims management processes and approved injury management programs. The Board's audit program was subject to an external review in 2021-22. Several areas were identified for improvement, including greater resourcing, and adjusting reporting schedules to increase the capacity and efficiency of an already high achieving audit regime.

Medical practitioners

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

As at 30 June 2022, there were 404 medical practitioners accredited by the Board. During the year, 15 new applications were approved. To see a list of accredited medical practitioners, go to worksafe.tas.gov.au and search for 'medical provider'.

Workplace rehabilitation providers

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

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

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

As at 30 June 2022, there are 47 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 2022, there are 33 approved injury management programs: 9 for self-insurers, 7 for licenced insurers, and 17 for 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. The Board:

- produced reports including the Suggested Industry Premium Rates 2022–23 Report, Scheme Review, Notional Premiums and the Insurer Environment Report
- commissioned a report into the impact of COVID-19 on the Tasmanian workers compensation scheme
- commissioned a report into the impact of silicosis on the Tasmanian workers compensation scheme.

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

This year, the Board received regular performance reports detailing the operation and effectiveness of the asbestos compensation scheme, and other qualitative information.

Collecting data relevant to administration of the Act

Key figures this year:

- 17 new applications received, which is five more than in 2020-21
- \$7,700,483.94 paid in lump sum compensation, funeral benefits and rehabilitation costs
- \$135,305.13 paid for medical expenses
- \$9,051,614 received in asbestos levy contributions
- A reduction in the asbestos levy rate from 3.0% to 2.5% in 2021-22

The number of compensation claims received since the scheme began in 2011 is 204.

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 includes WorkSafe Month, the Mind Games, Better Work Tasmania and the Healthier, Safe and Productive Workplaces Grants Program. See 'Board Achievements' in this report for details of this work.

Independent statutory review of the Board

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

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

The period under review was from 23 January 2018 to 22 January 2021. This coincided with the appointment of current members on 23 January 2018. The independent reviewers' report was tabled in Parliament on 23 November 2021. The review identified that all members of the Board are committed to their responsibilities and well-motivated and conscientious in performing their duties. Recommendations were also made, and work to assess and implement these is underway.

Board Committees and Panels

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

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

Governance and Audit Committee

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

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

Achievements/matters of oversight:

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

Legislative Review Advisory Committee

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

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

Achievements/matters of oversight:

- ongoing review of current impairment guidelines
- WorkSafe Tasmania's legislative agenda
- potential amendments to legislation
- review of presumptive cover inclusions for firefighters (section 27 of the *Workers Rehabilitation and Compensation Act 1988*).

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.

Achievements/matters of oversight:

- Advisory Service
- Healthier, Safer and Productive Workplace Grant Program
- industry snapshots
- workplace injury reports
- WorkSafe Awards 2021
- WorkSafe Month 2021.

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.

Members: Julieann Buchanan, Sofia Mavratzas, Robert Walters.

Achievements/matters of oversight:

- Medical Advisory Panel and Rehabilitation Advisory Panel
- COVID-19 claims
- management co-ordinator project
- review of step down provisions (section 69B).
- review of practice and facilitation of workplace rehabilitation providers
- traumatic stress disorder project



• Better Work Tasmania Networking Forum.

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 Ian Almond, Australian College of General Practitioners (retired October 2021); Dr Mark Spearpoint, Australian College of General Practitioners (began November 2021); Dr John Saul, Australian Medical Association; Dr Peter Sharman, Royal Australasian College of Physicians (Australasian Faculty of Occupational and Environmental Medicine).

Achievements/matters of oversight:

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

Rehabilitation Advisory Panel

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

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

Achievements/matters of oversight:

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

Tables of attendance

Board Members and Attendance

Member	12 August 2021	13 October 2021	8 December 2021	9 February 2022	6 April 2022	1 June 2022
Ginna Webster, Chair (Appointed September 2019)	✓	✓	✓	Acting Secretary attended	✓	✓
Julieann Buchanan (Appointed 23 January 2018)	✓	✓	✓	✓	✓	✓
Dr Robert Walters (Re-Appointed 23 January 2018)	✓	✓	✓	✓	✓	✓
Sofia Mavratzas (Appointed 23 January 2018)	✓	✓	✓	✓	✓	✓
Jessica Munday (Appointed 23 January 2018)	✓	✓	✓	✓	✓	✓
Graham Wood (Appointed 23 January 2018)	✓	✓	✓	✓	✓	✓

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

Governance and Audit Committee Members and Attendance

Member	5 August 2021	24 November 2021	4 May 2022
Graham Wood, Chair	✓	✓	✓
Sofia Mavratzas	✓	✓	✓
Jessica Munday	✓	✓	✓

Legislative Review Advisory Committee Members and Attendance

Member	1 September 2021	17 November 2021	4 May 2022
Graham Wood, Chair	✓	✓	✓
Ginna Webster	✓	✓	✓
Alison Clues	✓	✓	✓

Work Health and Safety Committee Members and Attendance

Member	5 August 2021	24 November 2021	4 May 2022
Dr Robert Walters, Chair	✓	✓	✓
Julieann Buchanan	✓	✓	✓
Jessica Munday	✓	x	✓

Rehabilitation and Compensation Committee Members and Attendance

Member	8 September 2021	3 November 2021	9 March 2022	22 June 2022
Julieann Buchanan, Chair	✓	✓	✓	✓
Dr Robert Walters	✓	✓	✓	✓
Sofia Mavratzas	✓	✓	✓	✓

Medical Advisory Panel Members and Attendance

Member	8 September 2021	9 March 2022	22 June 2022
Dr Robert Walters, Chair	✓	✓	✓
Dr Peter Sharman	✓	✓	✓
Dr John Saul	✓	✓	✓
Dr Ian Almond*	✓	N/A	N/A
Dr Mark Spearpoint*	N/A	✓	✓

*Dr Ian Almond retired in October 2021 and was replaced by Dr Mark Spearpoint.

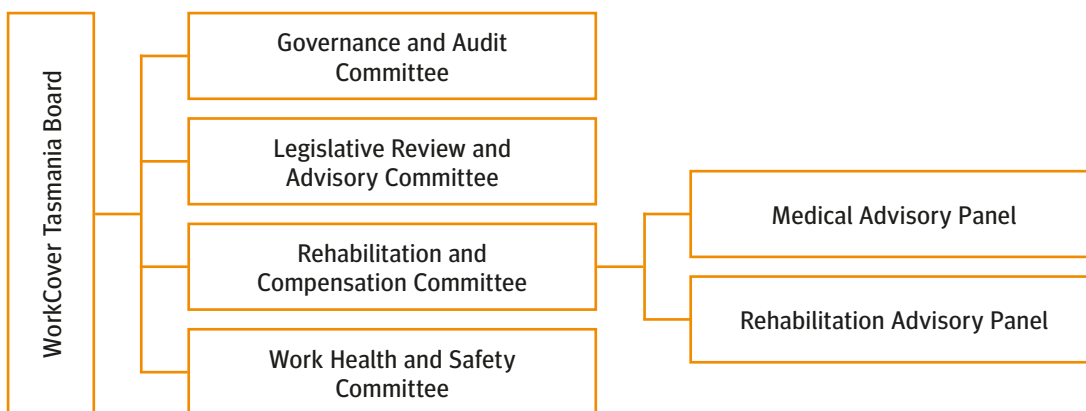
Rehabilitation Advisory Panel Members and Attendance

Member	11 August 2021	3 November 2021	9 March 2022	22 June 2022
Julieann Buchanan, Chair	✓	✓	✓	✓
Anne-Marie Dean	✓	✓	✓	✓
Derick Borean	✓	✓	✓	✓
Angela Martin	✓	✓	✓	✓
Melanie Marchant	✓	✓	✓	x
Dr Boris Fedoric	✓	✓	✓	✓



• WorkSafe's Executive Officer Robyn Pearce with the Mind Games' Sherri Ring. Photo by Richard Jupe.

Structure of the Board Committees and Panels



2021

WorkSafe Tasmania Awards Presentation Dinner

An initiative of the WorkCover Tasmania Board delivered by WorkSafe Tasmania



• WorkCover Tasmania Board Chair Ginna Webster at the 2021 WorkSafe Tasmania Awards.

Board Achievements

WorkSafe Tasmania supports the Board's functions in overseeing the Tasmanian workers compensation scheme and ensuring effective injury management; and supports the Board's key strategic priorities.

In 2021-22, this work included:

- responding to current and emerging WHS issues, including silicosis in construction, manufacturing and mining
- providing information, advice and education to employers and workers, including through the Advisory Service, events such as WorkSafe Month and the Safe Bodies Safe Minds Expo, and Workplace Issues magazine
- improving injury outcomes in the Tasmanian State Service
- developing a framework that supports workers who have been seriously injured and families of workers who have died in a workplace incident
- developing an electronic workers compensation claim form and medical certificate
- developing strategies to achieve awareness of post-traumatic stress disorder (PTSD) among medical practitioners, workers compensation scheme participants and others
- 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.

These and other initiatives and projects the Board has progressed are detailed below.

Advisory, Information and Education Services grants

The Board continued to fund two independent service providers:

- Worker Assist Tasmania provides a free service to support workers navigate workers rehabilitation and compensation
- The Tasmanian Chamber of Commerce and Industry's Work Health and Safety Advisory Service provides advice, information and education to Tasmanian businesses on work health and safety.

WorkSafe Month

WorkSafe Month is always evolving to meet the work health and safety needs of employers and workers.

Respecting COVID-19 restrictions and safety measures, WorkSafe Month in 2021 delivered an invigorated program. Over 1,200 people attended the Month's events.

The Month's theme was 'Safe Bodies, Safe Minds' and what every Tasmanian can do to ensure their work is safer, healthier and more productive when we all work together. Expert speakers, business leaders and work health and safety professionals delivered 36 webinars and in-person sessions on topics covering work health and safety, wellbeing, mental health, injury management and return to work.

Some of the innovative topics included 'MSD risk analysis: A data driven approach', 'SunSmart in the workplace', 'Dial Before You Dig and working safely around natural gas infrastructure', and 'Work safe, enjoy life: Team work and partnership can make a positive difference: Lessons from the field'.

Participants told us that they learned valuable information that they would share with others in their workplace. They appreciated the new information, the personal stories of the presenters, and being pushed out of their comfort zones in some presentations.

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

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

Better Work Tasmania

Better Work Tasmania is a collaborative approach to support and improve work health and safety in Tasmania. It hosts industry sector networking events and provides online safety resources for employers and workers.

Since Better Work developed its work health and safety online induction in 2015, technology has advanced, prompting a review this year of the induction to provide enhanced access for today's learners.

The review included a complete assessment of the online induction and a desktop review of other inductions. The review also considered opportunities that an expanded learning management system platform may provide for the Board and WorkSafe to better promote awareness and educate the Tasmanian community about work health and safety and related topics.

The original version has now been replaced with a 30-minute introduction to work health and safety and two modules tailored specifically to the retail and hospitality industries.

The online induction was soft launched at a Better Work networking session titled 'WHS learning modules and platforms' on 28 April 2021, also World Health and Safety Day.

Other networking events targeted the construction, transport and distillery industries. Over 500 people participated in these events.

WorkSafe Tasmania Conference

The 2021 WorkSafe Tasmania Conference was held on 28 July at the Hotel Grand Chancellor Launceston as a one-day event combining an in-person and virtual experiences.

Over 300 people registered and attended the 2021 Conference, which is funded by the WorkCover Tasmania Board. 217 people attended in-person and 112 attended virtually. This surpasses the number of delegates that attended the 2018 Futures Conference. Feedback from participants was also positive.

Keynote speakers included Professor Angela Martin of the Menzies Institute for Medical Research; Professor Alex Collie of Monash University; Associate Professor Dr Sharron O'Neill of UNSW Canberra; Dianah Brown of Safe Work Australia; and Professor Peter Gahan of the University of Melbourne.



• WorkSafe's Stephanie Mirowski with the Hon Elise Archer MP at the 2021 WorkSafe Awards.

WorkSafe Tasmania Awards

The WorkSafe Tasmania Awards have been funded by the Board since 1996. Now held every two years, the Awards recognise Tasmanian organisations and individuals who are leading the way in workplace health, safety and wellbeing, and to promote best practice by:

- encouraging public and private workplaces and individuals throughout Tasmania to develop and implement workplace initiatives and solutions that help to promote wellbeing and achieve safe and healthy work environments
- sharing learnings and helping innovative safety solutions to find their way into widespread practical application in workplaces around Tasmania
- publicly highlighting significant achievements in workplace health, safety and wellbeing statewide.

This year there were 94 entries from 67 businesses. The Awards were presented on 1 October 2021 at the Hotel Grand Chancellor in Hobart, and the gala event was attended by over 400 people from a diverse range of workplaces, including mining, manufacturing, tourism, the arts, agriculture and education.

Congratulations to the 2021 WorkSafe Tasmania Awards winners:

- Leadership Excellence Award: Temtrol Technologies Pty Ltd
- Excellence in work health and safety systems: MechLog
- Excellence in implementing a work health and safety solution in a large business: Temtrol Technologies Pty Ltd
- Excellence in implementing a work health and safety solution in a small business: Sealasash Window Renewal System Pty Ltd
- Excellence in work health and safety culture in a large business: Mondelez Australia Pty Limited
- Excellence in work health and safety culture in a small business: Harvest Farms

- Excellence in contributions to work health and safety: Martyn Bradfield from SafetyCircle Pty Ltd
- Excellence achieved by a health and safety representative; Damien Granger from Wrest Point Hotel Casino
- Excellence in injury management: QBE Insurance (Australia) Limited
- Excellence in an individual's contribution to injury management: Angela McLean from The Procure Group Pty Ltd
- Excellence in a workplace health and wellbeing initiative: Bell Bay Aluminium
- Excellence in a workplace response to COVID-19 in large business: The Blueline Laundry Inc
- Excellence in a workplace response to COVID-19 in small business: Rural Youth Organisation of Tasmania Inc.

COVID-19 Activity

The Board and WorkSafe continued to deliver programs within COVID safe practices. As Public Health requirements to isolate changed and preparations were made for the emergency declaration to be lifted, the Board actively monitored the situation and supported businesses to transition to the new environment. The Board continues to work with Public Health and WorkSafe Tasmania to provide consistent, clear messaging to the community and provide practical tools and advice to employers and workers about COVID-19 and how to manage it as an ongoing risk in workplaces.



• The Mind Games' Sherri Ring, WorkSafe's Executive Director Robyn Pearce and the Hon Michael Ferguson MP

Partnerships and Sponsorships Program

The Board recognises the value of partnership and sponsorship arrangements. This Program allows the Board to directly engage with target audiences to increase their knowledge of better work health and safety practices.

The Society for Mental Health Research (SMHR) Conference keynote session speaker Professor Tony LaMontagne sponsorship

The Board sponsored the SMHR Conference keynote session speaker Professor Tony LaMontagne, Professor of Work, Health and Wellbeing at Deakin University. The conference was held at the Hobart Grand Chancellor from 24 to 26 March 2022, with over 330 in-person registrations for the Conference and 100 virtual attendees. The SMHR is the national peak body for psychiatric and mental health research in Australia and New Zealand. The conference theme 'Breaking Down Silos' reflected the overarching approach to the research SMHR conduct in Tasmania. Feedback for Professor LaMontagne's session was positive.

The Mind Games Sponsorship

The Board and WorkSafe were Stage Sponsors for the 2022 Mind Games. The Mind Games took place on 13 May in The Goods Shed, Macquarie Point. 250 Tasmanians from 50 local businesses participated in the 2022 event.

The WorkCover/WorkSafe Stage titled 'Competitive Calm' created an environment where teams could relax and engage in activities that helped them regain their energy. Activities included colouring in, tai chi, a Zen garden, giggle room and jigsaw puzzle.

At the start and end of the stage, team members had their heart rates measured. The team that achieved the highest overall reduction in heart rates was the winner!

The Mind Games promotes mentally healthy workplaces while raising money for research to support better prevention and treatment of mental illnesses. All proceeds raised fund research into workplace mental health through the Menzies Institute for Medical Research.

Healthier Safer and Productive Workplaces Grants Program

The Board launched the 2022 Healthier, Safer and Productive Workplaces Grants Program and offered grants to fund innovative solutions that create safe and healthy Tasmanian workplaces. This year's Grants program had two categories:

- innovation in the management of strategies to support workers who have been injured to return to work
- innovation in the prevention of musculoskeletal injuries.

Advisory Service

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

This year, the Advisory Service has continued to build its reputation as a valued and trusted source of free work health and safety information for small and medium-sized businesses throughout Tasmania.

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

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

The Advisory Service conducted 587 visits and engaged closely with 261 businesses; and presented to 57 schools, colleges, TAFE, UTAS and employment agencies. These presentations educated new and young workers and helped prepare the next generation for a safer working life.

The Advisory Service also played a vital role supporting business to transition out of the Public Health COVID-19 emergency declaration and back into an environment where they are responsible for managing the risks COVID-19 continues to pose.

Helpline

The Helpline is the telephone and email information centre for WorkSafe and WorkCover, and is the first point of contact for the public. Queries to the Helpline cover workers compensation, work health and safety, and other laws administered by WorkSafe. Stakeholders are provided with relevant information, and matters requiring further research are directed to other parts of WorkSafe or to the Board.

The Helpline assisted with 10,444 telephone enquiries, which equates to 694.35 talk hours for the reporting period. Out of this number, 1,875 calls were converted into a notification (812 incident notifications and 1,063 complaints). The Helpline also sent and received 3,197 emails. 456 calls and 390 emails relating to COVID-19 were received.



• WorkSafe's Shaned Gaffney at Agfest.

Industry Snapshot

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

7,575
injuries in
Tasmania

in 2021



10.5
serious injuries
per million hours
worked in 2021

Serious injury frequency rate increased slightly over the last ten years



Statewide

hours increased in 2021,
following the impact of
COVID-19 in 2020.



Proportion of Tasmanian workforce employed full time:

61%

Occupations with the highest percentage of serious injuries:

11% Miscellaneous Labourers



9% Personal Carers and Assistants



5% Cleaners and Laundry Workers



49%

of all injuries in
2021 resulted in
at least one week
away from work



Residential
Care Services
workers
accounted for

8% of all
serious injuries



Transport, Postal and Warehousing and Rental, Hiring and Real Estate
saw strong growth in hours worked



Appendices



• WorkSafe's Kiahn Ryan at the Mind Games. Photo by Richard Jupe.

APPENDIX ONE: Contracts

ANNUAL REPORT 2021-22

Appendix I – Contracts

Information required under the *Financial Management Act 2016* for contracts awarded in 2021-22.

Summary of Participation by Local Business for 2021-2022 (for contracts (including consultancies) and tenders greater than \$50,000)	
Total number of contracts/grants awarded	0
Total number of contracts grants awarded to Tasmanian businesses	0
Total value of contracts awarded in 2021-22	\$0
Total value of contracts awarded to Tasmanian businesses in 2021-22	\$0
Total number of tenders called and written quotation processes run	0
Total number of bids and/or written quotations received	0
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 of Contract	Period of Contract	Total value of Contract
PricewaterhouseCoopers Actuarial Pty Ltd	Sydney, NSW	Actuarial Services	1 July 2019 to 30 June 2022 Contract extended to 30 June 2023	\$778,723 \$286,586
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
The20 Pty Ltd	Hobart, TAS	Marketing & Communications Services	1 February 2021 to 31 January 2024	\$500,000

Advisory, Information and Education Services Grants

Current grants with a value greater than \$50,000

All based in Tasmania

Name of Recipient	Description of Grant	Period of Grant	Total value of Grant
Worker Assist Tasmania Inc.	Worker Assist Services	1 July 2020 to 30 June 2023	\$1,464,341

Current grant extensions

Name of Recipient	Description of Grant	Period of Grant	Total value of Grant
Tasmanian Chamber of Commerce and Industry Limited	Advisory Services	1 July 2020 to 30 June 2023	\$350,000

Other Grants

All other current grants

All based in Tasmania

Name	Description	Period	Total value
Fruit Growers Tasmania Inc.	Healthier, Safer and Productive Workplaces	2 December 2019 to 31 August 2021 – deed extended to 31 March 2022	\$50,000 Paid in the 2019-20 financial year

APPENDIX TWO: Right to Information

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

- 4 applications for assessed disclosure were received
- 4 applications for assessed disclosure were determined
- a number of applications were dealt with by way of active, rather than assessed, disclosure.

The Board continues to adopt the Department of Justice's policies and procedures in this area.

To view these, go to justice.tas.gov.au and search for 'RTI'.

APPENDIX THREE: Public Interest Disclosure

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

- no public interest disclosures were investigated by the Board
- no disclosure matters were referred to the Board by the Ombudsman
- no disclosure matters were referred by the Board to the Ombudsman to investigate
- no investigations of disclosed matters were taken over by the Ombudsman from the Board
- there were no disclosed matters that the Board decided not to investigate
- there were no disclosed matters that were substantiated on investigation as there were no disclosed matters
- the Ombudsman made no recommendations under the Act that relate to the Board.

The Board continues to adopt the Department of Justice's procedures in this area.

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

APPENDIX FOUR: Scheme Performance

Introduction

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

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

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

The Scheme Performance Report 2021-22 is a statistical report providing details of the performance of various aspects of the workers compensation scheme.

The assessed performance of the scheme detailed in the scheme report card is calculated by the scheme actuary.

Total Claims Reported

There were 7,455 new claims reported in 2021-22. This is 212 fewer claims than at the end of June 2021 (7,667). The number of claims reported to the end of June 2022 is 176 (2%) fewer than the scheme actuary projection of 7,631 reported claims for 2021-22.

Total Payments Reported

Claim payments in 2021-22 totalled \$207.1m. This is 2% (\$4.0m) more than for the same time in 2020-21 (\$203.1m). The \$207.1m paid to the end of June 2022 is 3% higher than the scheme actuary projection (\$201.8m).

Payment Types

Of the total \$207.1m reported in claim payments in 2021-22, the largest proportion was in weekly compensation payments which accounted for around \$87.4m, or 42% of the total value of payments.

Lump sum payments accounted for \$52.3m or 25% of the total; medical and related payments for \$50.2m or 24% of the total; and legal and investigation payments made up 8% of the total or \$17.1m.

Earned Premium Rate

The earned premium rate for 2021-22 is 2.17% of wages. This is 7% lower than the suggested rate of 2.03% and 5% higher than the 2020-21 rate of 2.07%.

Workers Compensation Fund Levy as a Percentage of Premium

Earned premiums of licensed insurers and the notional premiums of self-insurers and the Tasmanian State Service incur a levy, the monies from which are used to fund the WorkCover Tasmania Board's activities and the administration of the *Workers Rehabilitation and Compensation Act 1988* for the year. The most recent workers compensation fund levy approved is for the 2020-21 financial year and was set at 2.99% of premiums. The preliminary rate for the 2021-22 financial year has been calculated at 2.73% of premiums which is subject to Minister approval.

Written Premium Received

\$236.4m in written premiums have been collected in 2021-22. This is 8% more than the \$219.9 in premiums for 2020-21. The written premium pool is 6% higher than the suggested premium pool of \$222.1m.

7,455

claims reported

Number of claims

down 3%

from 2020-21

\$207.1 million

in claim payments

Claim payments

2% higher

than in 2020-21

8% more collected in written premiums than 2020-21

Health Care and Social Assistance reported the highest number of injuries

The most common type of injuries were musculoskeletal disorders

Mental stress was the cause of around

11% of all claims

Tasmanian State Service reported

22% of claims

Report Card

	2020/21 Actual	2021/22 Expected	2021/22 Actual	2021/22 Actual – Exp
Earned Wages (\$m)				
Insurer ¹	10,632.9	10,683.5	11,438.7	755.1
Self Insurer	460.7	452.7	455.8	3.07
TSS	2,927.9	3,032.8	3,115.6	82.9
Scheme	14,021.5	14,169.0	15,010.1	841.1
Number of Claims Reported				
<i>All Claims</i>				
Insurer	5,932	5,869	5,631	-238
Self Insurer	184	164	180	16
TSS	1,551	1,598	1,644	46
Scheme	7,667	7,631	7,455	-176
Total Claim Payments (\$m)				
Insurer	138.7	133.2	126.3	-6.9
Self Insurer	6.2	7.3	7.3	0.0
TSS	58.3	61.2	73.4	12.2
Scheme	203.1	201.8	207.1	5.3
Weekly Benefits				
<i>Lost Time Claims Reported</i>				
Insurer	3,753	3,851	3,899	48
Self Insurer	126	114	132	18
TSS	927	1,003	1,196	193
Scheme	4,806	4,967	5,227	260
<i>Weekly Benefit Payments (\$m)²</i>				
Insurer	40.1	41.2	45.0	3.8
Self Insurer	2.3	2.8	2.7	-0.1
TSS	25.6	28.6	39.7	11.1
Scheme	68.1	72.6	87.4	14.9
Lump Sum Benefits				
<i>Lump Sum Claims</i>				
Insurer	382	376	329	-47
Self Insurer	20	18	13	-5
TSS	74	69	77	8
Scheme	476	464	419	45
<i>Lump Sum Benefit Payments (\$m)</i>				
Insurer	51.9	43.9	34.7	-9.3
Self Insurer	1.3	2.4	1.9	-0.5
TSS	15.2	16.0	15.7	-0.3
Scheme	68.4	62.3	52.3	-10.0
Medical & Related Benefit Benefits				
Insurer	34.8	36.0	34.0	-2.0
Self Insurer	1.7	1.5	2.0	0.5
TSS	13.7	12.9	14.2	1.3
Scheme	50.2	50.4	50.2	-0.2
Legal & Investigation Payments				
Insurer	11.8	12.1	12.6	0.5
Self Insurer	0.8	0.7	0.8	0.1
TSS	3.8	3.8	3.8	0.0
Scheme	16.4	16.6	17.1	0.6
Insurer Earned Premium Rate¹	2.07%		2.17%	

Note: all payments are shown in original values in the above table. However, we often quote amounts in 30 June 2022 values in the report

1 Adjusted for the movement from estimated initial to final

2 Specific allowance for retirement age legislation changes is not included in the projected payments, although this is expected to be small in total.

APPENDIX FIVE: Financial Statements



Independent Auditor's Report

To the Members of Parliament

WorkCover Tasmania Board

Report on the Audit of the Financial Report

Opinion

I have audited the financial report of WorkCover Tasmania Board (the Board), which comprises the statement of financial position as at 30 June 2022 and statements of comprehensive income, changes in equity and cash flows for the year then ended, notes to the financial statements, including a summary of significant accounting policies and the statement of certification by the Members of the Board (the Members).

In my opinion, the accompanying financial report:

- (a) present fairly, in all material respects, the financial position of the Board as at 30 June 2022 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 Report* section of my report. I am independent of the Board in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to my audit of the financial report in Australia. I have also fulfilled my other ethical responsibilities in accordance with the Code.

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

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

Responsibilities of the Members for the Financial Report

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

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

Auditor's Responsibilities for the Audit of the Financial Report

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

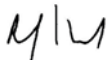
As part of an audit in accordance with the Australian Auditing Standards, I exercise professional judgement and maintain professional scepticism throughout the audit. I also:

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

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

- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents 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.



Rod Whitehead
Auditor-General
Tasmanian Audit Office

20 September 2022
Hobart

WorkCover Tasmania Board

Financial Statements 2021-22

Table of Contents

Statement of Certification	3
Statement of Comprehensive Income for the year ended 30 June 2022	4
Statement of Financial Position as at 30 June 2022	5
Statement of Cash Flows for the year ended 30 June 2022	6
Statement of Changes in Equity for the year ended 30 June 2022	7
Notes to and forming part of the Financial Statements for the year ended 30 June 2022	8

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 2022 and the financial position as at end of the year.

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

Ginna Webster



Chair, WorkCover Tasmania Board

16 September 2022

Graham Wood



Member, WorkCover Tasmania Board
Chair, Governance and Audit Committee

15th September 2022

Statement of Comprehensive Income for the year ended 30 June 2022

	Notes	2022 Actual \$'000	2021 Actual \$'000
Income from continuing operations			
Contributions	1.1	9 194	8 549
Interest	1.2	3	4
Other revenue	1.3	3	14
Total income from continuing operations		9 200	8 567
Expenses from continuing operations			
Attributed employee benefits	2.1	3 774	3 790
Amortisation	2.2	83	117
Supplies and consumables	2.3	920	807
Grants	2.4	774	827
Service and administration costs paid to Department of Justice	2.5	1 211	783
Expenses incurred by Workers Rehabilitation and Compensation Tribunal	2.6	1 700	1 523
Other expenses	2.7	738	720
Total expenses from continuing operations		9 200	8 567
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 2022

	Notes	2022 Actual \$'000	2021 Actual \$'000
Assets			
<i>Financial assets</i>			
Cash and deposits	7.1	4 310	2 361
Receivables	4.1	-	14
<i>Non-financial assets</i>			
Intangible assets	4.2	150	233
Total assets		4 460	2 608
Liabilities			
Payables	5.1	3 266	1 655
Attributed employee benefits	5.2	1 194	953
Total liabilities		4 460	2 608
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 2022

	Notes	2022 Actual \$'000	2021 Actual \$'000
Cash flows from operating activities		Inflows (Outflows)	Inflows (Outflows)
Cash inflows			
Industry Contributions		10 801	8 352
Interest		3	4
Other cash receipts		3	15
Total cash inflows		10 807	8 371
Cash outflows			
Attributed employee benefits		(3 533)	(3 762)
Supplies and consumables		(928)	(814)
Grants		(749)	(874)
Administration costs paid to Department of Justice		(1 211)	(783)
Expenses incurred by Workers Rehabilitation and Compensation Tribunal		(1 700)	(1 523)
Other cash payments		(737)	(718)
Total cash outflows		(8 858)	(8 474)
Net cash from (used by) operating activities	7.2	1 949	(103)
Net increase/(decrease) in cash held and cash equivalents		1 949	(103)
Cash and deposits at the beginning of the reporting period		2 361	2 464
Cash and deposits at the end of the reporting period	7.1	4 310	2 361

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 2022

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

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

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 2022

Note 1	Revenue	10
1.1	Contributions.....	10
1.2	Interest.....	10
1.3	Other Revenue	11
Note 2	Expenses	11
2.1	Attributed Employee Benefits.....	11
2.2	Amortisation.....	11
2.3	Supplies and Consumables	12
2.4	Grants	12
2.5	Service and administration costs paid to Department of Justice.....	12
2.6	Expenses incurred by Workers Rehabilitation and Compensation Tribunal.....	12
2.7	Other operating expenses.....	12
Note 3	Other Economic Flows Included in Net Result	13
Note 4	Assets	13
4.1	Receivables	13
4.2	Intangible Assets.....	13
Note 5	Liabilities	15
5.1	Payables.....	15
5.2	Attributed Employee Benefits.....	15
5.3	Superannuation	16
Note 6	Commitments and Contingencies	17
6.1	Schedule of Operating Commitments	17
6.2	Contingent Assets and Liabilities	17
Note 7	Cash Flow Reconciliation	18
7.1	Cash and Deposits.....	18
7.2	Reconciliation of Net Result to Net Cash from Operating Activities	18
7.3	Reconciliation of liabilities arising from financing activities	18
Note 8	Financial Instruments	18
8.1	Risk Exposures.....	18
8.2	Categories of Financial Assets and Liabilities.....	22
8.3	Comparison between Carrying Amount and Net Fair Values of Financial Assets and Liabilities.....	22
Note 9	Events Occurring After Balance Date	22
Note 10	Board Members' Compensation	22
Note 11	Related Party Disclosures	24
Note 12	Significant Accounting Policies	24
12.1	Operations of the Board.....	24
12.2	Statutory Matters.....	25
12.3	Basis of Accounting	25
12.4	Functional and Presentation Currency.....	26

12.5	Changes in Accounting Policies.....	26
12.6	Comparative Figures.....	26
12.7	Rounding	26
12.8	Taxation	27
12.9	Goods and Services Tax.....	27

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.

2021-22 Contributions Determination

Income for the financial year ending 30 June 2022 includes the final determination, under the terms of the *Workers Rehabilitation and Compensation Act 1988*, of contributions from licensed insurers and self-insurers for 2021-22.

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.

	2022 \$'000	2021 \$'000
Levies	10 788	8 365
Transfer to Accrual Refund for Contributions	(1 594)	184
Total	9 194	8 549

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.

	2022 \$'000	2021 \$'000
Fees and fines	3	14
Total	3	14

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.

	2022 \$'000	2021 \$'000
Wages and salaries	3 297	3 337
Superannuation – defined contribution scheme	415	346
Superannuation – defined benefit scheme	28	38
Other employee expenses	34	69
Total	3 774	3 790

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 13.45 per cent (2021: 12.95 per cent) of salary.

Superannuation expenses relating to defined contribution schemes are paid directly to the relevant superannuation fund at a rate of 10 per cent (2021: 9.5 per cent) of salary. In addition, the Board is required to pay into the Consolidated Fund a "gap" payment equivalent to 3.45 per cent (2021: 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	2022 \$'000	2021 \$'000
Intangibles	10 per cent	83	117
Total		83	117

2.3 Supplies and Consumables

	2022 \$'000	2021 \$'000
External Audit Fees	5	4
Internal Audit Fees	23	-
Advertising and promotion	253	123
Operating lease costs	19	16
Communications	22	27
Consultancies	61	79
Information technology	193	233
Printing	27	27
Travel and transport	32	20
Personnel expenses	138	36
Plant and equipment	2	14
Other supplies and consumables	145	228
Total	920	807

The external audit fee for 2021-22 is \$4,510 (\$4,340 for 2020-21).

2.4 Grants

Grant expenditure is recognised to the extent that:

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

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

2.5 Service and administration costs paid to Department of Justice

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

2.6 Expenses incurred by Workers Rehabilitation and Compensation Tribunal

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

2.7 Other operating expenses

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

	2022 \$'000	2021 \$'000
Salary on-costs	76	76
Actuarial Services	387	294
Other operating expenses	275	350
Total	738	720

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 2021-22.

Note 4 Assets

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

4.1 Receivables

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

For trade receivables, the Board applies a simplified approach in calculating expected credit losses. The Board recognises a loss allowance based on lifetime expected credit losses at each reporting date. The Board has established a provision matrix based on its historical credit loss experience for trade receivables, adjusted for forward-looking factors specific to the receivable.

	2022 \$'000	2021 \$'000
Receivables	-	14
Less: Provision for impairment	-	-
Less: Expected credit loss	-	-
Total	-	14
Consumed within 12 months	-	14
Total	-	14
Reconciliation of movement in expected credit loss for receivables		
Carrying amount at 1 July	-	-
Amounts written off during the year	-	-
Amounts recovered during the year	-	-
Increase/(decrease) in provision recognised in profit or loss	-	-
Carrying amount at 30 June	-	-

For ageing analysis of the financial assets past due but not impaired, refer to Note 8.1.

4.2 Intangible Assets

An intangible asset is recognised where:

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

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

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

(a) Carrying amount

	2022 \$'000	2021 \$'000
Intangibles with a finite useful life		
Software at cost	1 120	1 120
Accumulated amortisation	(970)	(887)
Total Intangible assets	150	233

(b) Reconciliation of movements

2022	Software \$'000	Total \$'000
Carrying amount at 1 July	233	233
Amortisation expense	(83)	(83)
Carrying amount at 30 June	150	150
2021		
Carrying amount at 1 July	350	350
Amortisation expense	(117)	(117)
Carrying amount at 30 June	233	233

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.

	2022 \$'000	2021 \$'000
Trade Payables	-	(2)
Accrued expenses	31	16
Accrual Refund for Contributions (Note 1.1)	3 235	1 641
Total	3 266	1 655
Settled within 12 months	3 266	1 655
Total	3 266	1 655

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.

	2022 \$'000	2021 \$'000
Accrued salaries	94	66
Annual leave	388	274
Long service leave	712	613
Total	1 194	953
Settled within 12 months	400	272
Settled in more than 12 months	794	681
Total	1 194	953

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.

	2022 \$'000	2021 \$'000
By type		
<i>Lease Commitments</i>		
Short term and/or low value leases	106	38
<i>Total lease commitments</i>	106	38
<i>Other commitments</i>		
Other	1 328	1 989
<i>Total other commitments</i>	1 328	1 989
By maturity		
<i>Lease commitments</i>		
One year or less	46	28
From one to five years	60	10
<i>Total lease commitments</i>	106	38
<i>Other commitments</i>		
One year or less	1 231	1 350
From one to five years	97	639
<i>Total other commitments</i>	1 328	1 989
Total	1 434	2 027

The Board lease commitments include motor vehicles and information technology equipment leases. All amounts are shown inclusive of GST. 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 2022.

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 Special Deposits and Trust Fund held by the Department of Treasury and Finance. Deposits are recognised at amortised cost, being their face value.

7.1 Cash and Deposits

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

	2022 \$'000	2021 \$'000
Special Deposits and Trust Fund balance		
S435 - Workers' Compensation Act 1988 Compensation Fund Account	4 310	2 361
Total cash and deposits	4 310	2 361

7.2 Reconciliation of Net Result to Net Cash from Operating Activities

	2022 \$'000	2021 \$'000
Net result	-	-
Amortisation	83	117
(Increase) Decrease in Receivables	14	(13)
Increase (Decrease) in Refunds to Contributions Accrual	1 594	(184)
Increase (decrease) in Creditors and Accrued Expenses	16	(52)
Increase (decrease) in Attributed employee Benefits	242	29
Net cash from (used by) operating activities	1 949	(103)

7.3 Reconciliation of liabilities arising from financing activities

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

Note 8 Financial Instruments

8.1 Risk Exposures

(a) Risk management policies

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

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

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

(b) Credit risk exposures

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

Financial Instrument	Accounting and strategic policies (including recognition criteria and measurement basis)	Nature of underlying instrument (including significant terms and conditions affecting the amount. Timing and certainty of cash flows)
Financial Assets		
Receivables	Receivables are recognised at amortised cost, less any impairment losses, however, due to the short settlement period, receivables are not discounted back to their present value.	It is the Board's policy to issue invoices with 30 day terms of trade.
Cash and deposits	Deposits are recognised at amortised cost, being their face value.	Cash means notes, coins, any deposits held at call with a bank or financial institution, as well as funds held in the Special Deposits and Trust Fund.

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

The carrying amount of financial assets recorded in the Financial Statements, net of any allowances for losses, represents the 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:

	2022 \$'000	2021 \$'000
Receivables	-	14
Total	-	14

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. The loss allowance for trade debtors as at 30 June are as follows.

Expected credit loss analysis of receivables as at 30 June 2022					
	Not past due	Past due 1-30 days	Past due 31-60 days	Past due 61-90 days	Total
	\$'000	\$'000	\$'000	\$'000	\$'000
Expected credit loss rate (A)	0%	0%	0%	0%	0%
Total gross carrying amount (B)	-	-	-	-	-
Expected credit loss (A x B)	-	-	-	-	-

Expected credit loss analysis of receivables as at 1 July 2021

	Not past due	Past due 1-30 days	Past due 31-60 days	Past due 61-90 days	Total
	\$'000	\$'000	\$'000	\$'000	\$'000
Expected credit loss rate (A)	0%	0%	0%	1%	1%
Total gross carrying amount (B)	1	-	-	13	14
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:

2022

Maturity analysis for financial liabilities

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

2021

Maturity analysis for financial liabilities

	1 Year	Undiscounted Total	Carrying Amount
	\$'000	\$'000	\$'000
Financial liabilities			
Payables and Accrued Expenses	14	14	14
Accrual Refund for Contributions	1 641	1 641	1 641
Total	1 655	1 655	1 655

(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:

	2022	2021
	\$'000	\$'000
Variable rate instruments		
Financial assets		
Cash in Special Deposits and Trust Funds	4 310	2 361
Total	4 310	2 361

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

Sensitivity Analysis of the Board's Exposure to Possible Changes in Interest Rates

	Statement of Comprehensive Income	
	100 basis point increase	100 basis point decrease
	\$'000	\$'000
30 June 2022		
Cash in Special Deposits and Trust Funds	43	(43)
Net sensitivity	43	(43)
30 June 2021		
Cash in Special Deposits and Trust Funds	24	(24)
Net sensitivity	24	(24)

These analyses assume all other variables remain constant. These analyses were performed on the same basis for 2021.

8.2 Categories of Financial Assets and Liabilities

	2022 \$'000	2021 \$'000
Financial assets		
Cash and cash equivalents	4 310	2 361
Amortised cost	-	14
Total	4 310	2 375
Financial Liabilities		
Financial liabilities measured at amortised cost	3 267	1 655
Total	3 267	1 655

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

	Carrying Amount 2022 \$'000	Net Fair Value 2022 \$'000	Carrying Amount 2021 \$'000	Net Fair Value 2021 \$'000
Financial assets				
Cash and deposits	4 310	4 310	2 361	2 361
Receivables	-	-	14	14
Total financial assets	4 310	4 310	2 375	2 375
Financial liabilities				
Financial Liabilities measured at amortised cost	3 267	3 267	1 655	1 655
Total financial liabilities	3 267	3 267	1 655	1 655

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 2022.

Note 10 Board Members' Compensation

The WorkCover Board consists of the following structure:

- Chair, Ms Ginna Webster, Secretary of the Department of Justice, appointed ex-officio pursuant to Section 9(1)(a) of the Act. Commenced 2 September 2019.
- Ms Julieann Buchanan, appointed pursuant to Section 9(1)(b)(v) of the Act. Membership commenced 23 January 2018.
- Ms Sofia Mavratzas, appointed pursuant to Section 9(1)(b)(iii) of the Act. Membership commenced 23 January 2018.
- Ms Jessica Munday, appointed pursuant to Section 9(1)(b)(iv) of the Act. Membership commenced 23 January 2018.
- Dr Robert Walters, appointed pursuant to Section 9(1)(b)(i) of the Act. Membership commenced 23 January 2018.
- Mr Graham Wood, appointed pursuant to Section 9(1)(b)(ii) of the Act. Membership commenced 23 January 2018.

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

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

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

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

2021	Payment made to	Salary \$'000	Super \$'000	Other Benefits*	Total \$'000
WorkCover Tasmania Board Members					
Robert Walters		30	3	-	33
Graham Wood		30	3	-	33
Julieann Buchanan		30	3	-	33
Sofia Mavratzas		30	3	-	33
Jessica Munday		30	3	-	33
Total		150	15	-	165

*Other Benefits include reimbursements in addition to additional services performed

Note 11 Related Party Disclosures

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

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

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

	2022 \$'000	2021 \$'000
Unions Tasmania		
Costs associated with the WorkSafe Month Health and Safety Representatives Conference	39	-
	39	-
Worker Assist Tasmania Inc		
Worker Assist Grant	487	477
	487	477

All amounts are GST exclusive.

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. The accounting policies are generally consistent with the previous year, after having regard to the impact of new accounting standards as detailed in note 12.5.

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

12.4 Functional and Presentation Currency

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

12.5 Changes in Accounting Policies

(a) Impact of new and revised Accounting Standards

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

- AASB 2020-1 Amendments to Australian Accounting Standards – Classification of Liabilities as Current or Non-Current and AASB 2020-6 Amendments to Australian Accounting Standards – Classification of Liabilities as Current or Non-current – Deferral of Effective Date (effective for annual reporting periods beginning on or after 1 January 2022)
- AASB 2020-3 Amendments to Australian Accounting Standards – Annual Improvements 2018-2020 and Other Amendments (effective for annual reporting periods beginning on or after 1 January 2022)
- AASB 2020-8 Amendments to Australian Accounting Standards – Interest Rate Benchmark Reform – Phase 2
- AASB 2021-3 Amendments to Australian Accounting Standards – Covid-19-Related Concessions beyond 30 June 2021.

(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. Those that have an impact on the Board's financial statements include:

- AASB 17 *Insurance Contracts* (as amended) (effective for annual reporting periods beginning on or after 1 January 2023)
- AASB 2020-1 Amendments to Australian Accounting Standards – Classification of Liabilities as Current or Non-current – Deferral of Effective Date (effective for annual reporting periods beginning on or after 1 January 2023)
- AASB 2020-3 Amendments to Australian Accounting Standards – Annual Improvements 2018-2020 and Other Amendments (effective for annual reporting periods beginning on or after 1 January 2022)
- AASB 2021-2 Amendments to Australian Accounting Standards – Disclosure of Accounting Policies and Definition of Accounting Estimates (effective for annual reporting periods beginning on or after 1 January 2023)
- AASB 2022-1 Amendments to Australian Accounting Standards – Initial Application of AASB 17 and AASB 9 – Comparative Information (effective for annual reporting periods beginning on or after 1 January 2023).

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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