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WORK HEALTH AND SAFETY COUNCIL REPORT

PURPOSE	To provide an overview of the annual Work Health and Safety (WHS) and Self-Insurance reporting for the period 1 January – 31 December 2025.
PREPARED BY	Deputy Chief People Officer, Safety and Wellbeing
SPONSOR	Chief Operating Officer

RECOMMENDATION That Council note the Work Health and Safety and Self-Insurance reporting for the period 1 January to 31 December 2025.

EXECUTIVE SUMMARY

An annual WHS Performance Report and Self-Insurance Report is provided to Council to provide detailed information of performance outcomes for 2025, including a comparison to previous years.

This ensures Council fulfil its role in monitoring the Health and Safety performance of the University, key risks, and strategic actions to address identified issues.

ACTION REQUIRED

For discussion For decision For information

SPEAKER

Chief People Officer / Deputy Chief People Officer, Safety and Wellbeing

CONFIDENTIALITY

Confidential Non-Confidential

COMMITTEE CONSIDERATION

Council Audit, Finance and Risk Campus Planning
 Safety & Wellbeing Investment Honorary
 Foundation Board University Executive

GOVERNANCE / MATERIALITY

Work Health and Safety and Self-Insurance reporting for this period is provided to the University Council for governance requirements:

- Ensuring due diligence obligations for officers are met, as defined under WHS legislation¹.
- For Council to fulfil its role in monitoring the Health and Safety performance of the University.

RISK (Strategic & Enterprise)

<input type="checkbox"/> Governance	<input type="checkbox"/> Financial Stability	<input type="checkbox"/> Transition Management
<input checked="" type="checkbox"/> Legislative & Regulatory Compliance	<input type="checkbox"/> Integrity & Social Licence	
<input type="checkbox"/> Financial Management	<input checked="" type="checkbox"/> Safety & Wellbeing	<input type="checkbox"/> Research & Innovation
<input type="checkbox"/> Teaching & Learning	<input type="checkbox"/> Organisational Resilience	<input type="checkbox"/> Digital & Data
<input type="checkbox"/> Climate Risk		

¹ <https://www.comcare.gov.au/about/forms-pubs/docs/pubs/safety/exercising-due-diligence-guidance-for-officers.pdf>

RISK OWNER

Chief Operating Officer

BACKGROUND

This is the annual WHS performance and Self-Insurance reporting provided to Council to report on People, Safety & Wellbeing for 2025.

The Safety, Rehabilitation and Compensation Act 1988 (SRC Act) grants eligible corporations and Commonwealth authorities a licence to self-insure their workers' compensation liabilities and/or claims management. The Australian National University (ANU) commenced workers compensation self-insurance arrangements on 1 July 2018 and is now in its eighth year as a self-insurer. In November 2025, the University submitted an application to renew self-insurance licence arrangements in 2026, with the application to be considered at the March 2026 meeting of the Safety, Rehabilitation and Compensation Commission (SRCC).

WHS performance reporting to University Council, key metrics and the outcomes of audit results, are compliance requirements for Comcare workers compensation self-insurance licence arrangements and to meet legal obligations. In addition to contributing to strategic decision making in response to the identification and management of key risks.

SUMMARY OF ISSUES

Injury and incident data suggest the downward trajectory that occurred in 2024 has continued. Council should be mindful that 2025 was a turbulent year for the Community and for that reason, any inference on trends should be done with caution as there can often be a delay in injury and claim data. That aside, throughout a challenging year, there was an ongoing attempt by the University to manage health and safety risks as far as was reasonably practicable.

All internal Health and Safety metrics and external licensee metrics were met with the exception of Hazard reporting (internal metric).

Psychosocial hazard and incident reporting continued to increase. For psychosocial incidents that result in injuries and become accepted claims, this contributes to higher medical treatment and lost time for the University to manage.

The consistent theme evident throughout 2025 was that manager capability uplift for the organisation is required, along with improved preventative initiatives. A new role has been established in Safety and Wellbeing to assist with this work.

RISKS & OPPORTUNITIES

Organisational change impacts posed Health and Safety risks to the ANU Community throughout 2025. Through the application of the University's WHS risk assessment methodology, efforts were made to minimise identified risks as far as was reasonably practicable.

The interim Vice Chancellor announcement of no further involuntary redundancies on 18 September 2025 significantly reduced the WHS risk profile associated with Renew ANU. The WHS focus continues to be on clear communication, role clarity and timely provision of support services for individuals at risk.

Comcare as the Commonwealth Health and Safety Regulator initiated additional reviews of the University's health and safety performance. Comcare carried out a Targeted Prevention Audit at the ANU - 1 to 12 December 2025. A final report will be available in Q1 2026.

On 30 September 2025, the University was notified Comcare was conducting a monitoring and compliance activity in relation to WHS concerns raised by workers. On 13 October 2025, the University received a Section 155 Notice² from Comcare to provide information and documents. Concerns stated by Comcare related to the management of psychosocial hazards associated with the Renew ANU change management process and the consultation practices. The University

² Section 155 of the WHS Act obligates the University to provide information or documents to Comcare under penalty/offence for non-compliance without reasonable excuse.

submitted all information and documentation requested by Comcare, by the due date of 10 November 2025. On 17 November 2025, Comcare acknowledged receipt of the information and documents requested under the Section 155 Notice.

SUMMARY OF WORK HEALTH AND SAFETY REPORTING 1 January – 31 December 2025

Incidents and Hazards

- 443 safety incidents reported
- 148 hazards reported
- 0 incidents required to be formally notified to Comcare

Injuries and Early Intervention Assistance

- 279 Injuries sustained
- 94 of these were Medically Treated Injuries (MTI's), 6 were Lost Time Injuries (LTI's)
- 67 Staff received Early Intervention Assistance (EIA)

Workers' compensation claims

- 32 new workers' compensation claims submitted
- Liability has been accepted for 18 of these claims
- 58 claims are currently active
- WC payments amounted to \$2,159,711

Audits

- Internal WHS audits were undertaken during 2025 in accordance with the WHS Internal Audit Schedule 2023-2026.
- A University arranged audit of the WHS management system (WHSMS) was conducted in November 2025, with a 100% conformance rate with thirteen (13) observations.
- A Comcare review audit of the University's WHSMS was conducted in December 2025. The findings are currently under review, and a final report will be available in Q1 2026.
- An external file audit of the Rehabilitation Management System (RMS) was conducted in January 2025, with a 100% conformance result with one observation.
- An external file audit of the Claims Management System (CMS) was conducted in January 2025, with a 100% conformance result with one observation.

Employee Relations

- There were four new serious misconduct matters referred to the Employee Relations (ER) Team during 2025.
- In 1 of these matters (to date), serious misconduct was substantiated.
- One employee (academic) had their employment terminated as a result.

Table 1: Comparison data

	2021	2022	2023	2024	2025
Incidents	285	337	474	488	443
Hazards	125	119	128	140	148
Injuries	196	205	295	315	279
EIA	52	49	62	73	67
New WC claims	20	18	18	34	32
Active WC claims	39	32	39	46	58
WC payments	\$1,693,428	\$1,373,289	\$1,717,349	\$1,512,606	2,159,711

CONSULTATION

Consultation was not required in preparing these reports, as the data collected was retrieved directly from the HRMS, Figtree and ANU Insight systems and does not involve engagement/consultation with different stakeholders at the University.

COMMUNICATION

For public release For internal release Not for release

ATTACHMENTS

A Work Health and Safety Performance Report 2025

B Self Insurance Progress Report 2025

C Safety and Wellbeing Dashboard 2025

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N.B. Following submission of this paper, the Australian University Census on Staff Wellbeing's Australian University Sector Report Overview was released. It has been included at a member's request as Attachment D.

D AUCSW - Australian University Sector Report Overview



Australian
National
University

WHS Performance at ANU

2025 Calendar Year

Paper prepared for the ANU Council
January 2026

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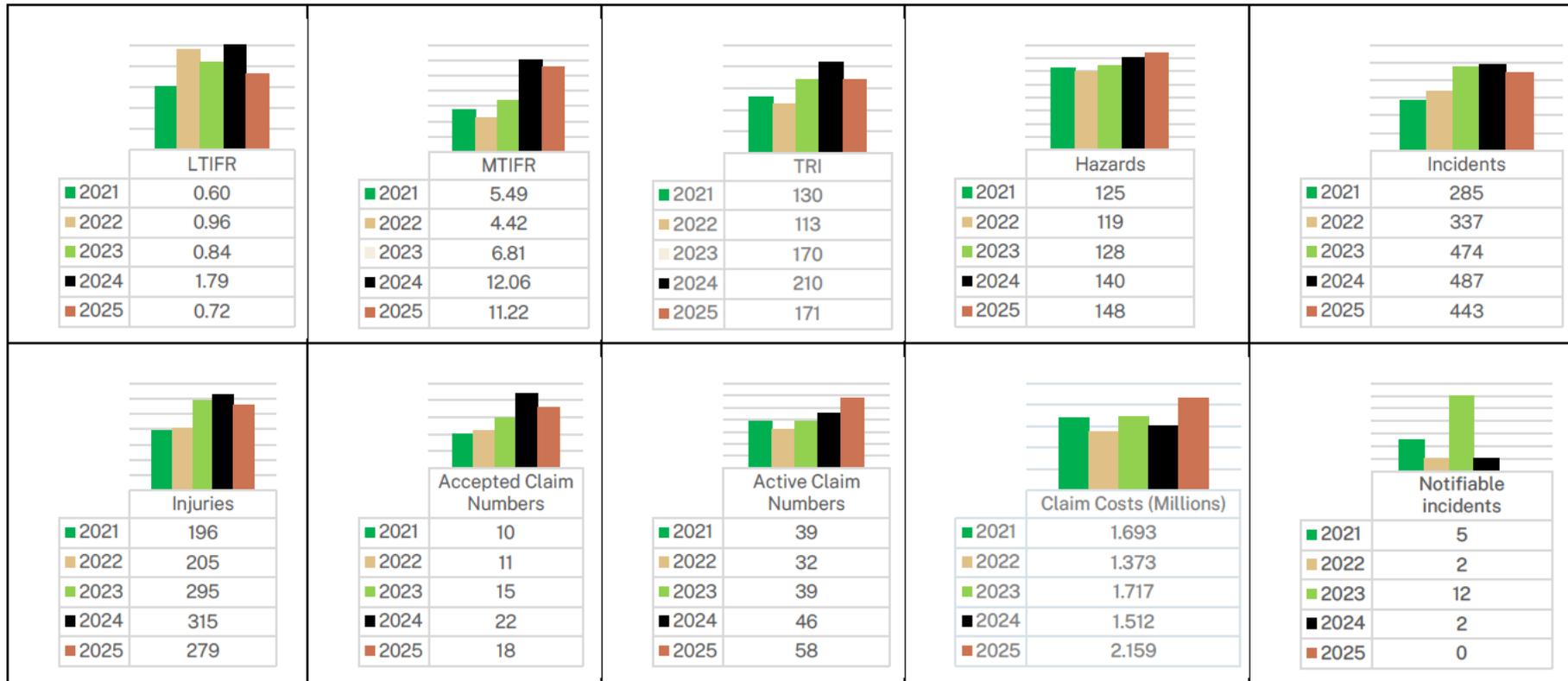
W: <https://services.anu.edu.au/human-resources/health-safety>

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Work Health & Safety Dashboard Measures¹



¹ • LTIFR - Lost Time Injury Frequency Rate (LTIFR).
 MTIFR - Medically Treated Injury Frequency Rate.
 TRI - Total Recordable Injury. Sum of lost time injury + medically treated injury + first aid injury.

Work Health & Safety Performance Report 1 January - 31 December 2025

1. Executive Summary

Key insights 2025

When assessing Health and Safety performance for 2025, injury and incident data suggest the downward trajectory that occurred in 2024 has continued. Council should be mindful that 2025 was a turbulent year for the Community and for that reason, any inference on trends should be done with caution as there can often be a delay in injury and claim data. That aside, throughout a challenging year, there was an ongoing attempt by the University to manage health and safety risks as far as was reasonably practicable.

All internal Health and Safety metrics and external licensee metrics were met with the exception of Hazard reporting (internal metric). The goal is to have at least double the number of hazards to incidents reported to provide the University with the best opportunity to prevent an incident occurring. Whilst there was an increase in the number of hazards reported, the result represents less than 50% of the incident reports. It is unlikely this metric will increase until a suitable digital solution is deployed. Budgetary challenges have delayed this project.

Psychosocial hazard and incident reporting continued to increase. For psychosocial incidents that result in injuries and become accepted claims, this contributes to higher medical treatment and lost time for the University to manage. The consistent theme evident throughout 2025 was that manager capability uplift for the organisation is required, along with improved preventative initiatives. A new role has been established in Safety and Wellbeing to assist with this work.

2025 Reflections

During 2025, the University underwent a period of change, with the health and safety of staff remaining a priority from the outset. Broad consultation occurred at the earliest opportunity and regular communication through townhalls and the micro site [Renew ANU | Australian National University](#) was provided. A Psychosocial Risk Action Plan was developed, which helped the University remain focused on minimising any hazards as far as is reasonably practicable. The announcement of no further involuntary redundancies on 18 September 2025 significantly reduced the Work Health and Safety (WHS) risk profile.

Further actions taken included an extensive range of resource documents developed for supporting supervisors and staff and practical tools for career transition. Additional support to affected staff was provided through extra on-site Employee Assistance Program (EAP) appointments during

September – October 2025, and tailored injury management services for those who required assistance. Health and safety risks associated with change management activities continue to be monitored and mitigated at local levels, as detailed in [Section 2](#). Notwithstanding University commitment and action, Comcare, as the Commonwealth WHS Regulator, initiated reviews of the University’s health and safety performance during 2025 as detailed in the matters to follow:

- On 26 June 2025, the Chairperson of the Safety, Rehabilitation and Compensation Commission (the Commission) wrote to the Vice Chancellor & President, noting the high number of corrective actions at the University from 2024 internal WHS audits conducted and directed a targeted review. The Vice Chancellor & President responded to the Commission welcoming this direction and affirming the University’s commitment to continuous improvement. On 17 October 2025, Comcare notified the University of a planned review (audit) in December 2025, as directed by the Commission. The audit by Comcare, from 1 to 12 December 2025, focused on the University’s Work Health and Safety Management System (WHSMS) and its level of implementation by nominated local areas (S&W, CE, RED, JCSMR, RSB, RSPHys and RSES). The audit report from Comcare will be available in Q1 2026.
- On 17 September 2025, a Health and Safety Representative (HSR) from the College of Arts and Social Sciences (CASS) issued a Provisional Improvement Notice (PIN) and Cease Work Order (CWO) on the College. The University worked constructively with the HSR and the Regulator, Comcare, to better understand the issues and put some immediate controls in place such as augmented onsite counselling, improve communication channels between HSRs and leadership and reconvening the WHS Committee. The CWO was lifted on 23 September 2025 and the PIN withdrawn on 2 October 2025.

On 30 September 2025, the University was notified Comcare was conducting a monitoring and compliance activity in relation to WHS concerns raised by workers. On 13 October 2025, the University received a Section 155² Notice from Comcare to provide information and documents. Concerns stated by Comcare related to the management of psychosocial hazards associated with the *Renew ANU* change management process and the consultation practices. The University submitted all information and documentation requested by Comcare, by the due date of 10 November 2025. Additional documentation has since been requested from Comcare and the University is complying with the request.

Data insights

² Section 155 of the WHS Act obligates the University to provide information or documents to Comcare under penalty/offence for non-compliance without reasonable excuse.

The number of reported hazards (148) has increased in 2025, which could reflect the ongoing promotion of early reporting of identified issues before an incident occurs. Incident (443) and injury numbers (279) have decreased in 2025 compared to the previous two years.

The number of Lost Time Injuries (LTI's) decreased to six for the period, compared to 15 LTIs in 2024. An LTI is an accepted workers compensation claim requiring the employee to be off work for more than one working day (Go8 definition). Of the six LTIs, three were due to physical injuries and conditions and three were due to psychological injuries. The three physical injuries were due to falls on the same level – one occurring at an overseas conference, one occurring on campus grounds, and one occurring in a campus building. The three psychological injuries occurred due to a range of complex organisational factors related to supervisor support and workplace conflict (two matters) and change management (1 matter).

The number of medically treated injuries for the period decreased to 94, compared to 101 in 2024. The number of MTIs in 2024 – 2025 continue to be high compared to previous years as a direct result of the increased incidents submitted for psychological injury, which require staff to seek specialist assistance from medical or counselling treatment, rather than first aid treatment alone. Safety and Wellbeing continue to monitor and identify causal factors, to develop injury prevention initiatives.

There have been 32 new workers' compensation claims submitted since 1 January 2025, which is a slight decrease on the total number in 2024 (34 claims). Of the claims submitted, 18 claims have been accepted, 13 rejected, and 1 yet to be determined. Full details are available in [Table 6](#).

There are 67 staff members who received early intervention assistance funding for the period 1 January – 31 December 2025 to a total budget spend of \$57,481. All staff who submit an injury incident have been contacted within 48 hours and provided with information on early intervention to ensure that timely and effective treatment is provided to facilitate early recovery. The majority of these cases have not progressed to claim.

There have been nil notifiable incidents in 2025 compared with two in 2024. Additional focus will remain on contractor management, proactive risk management and maturing the safety culture to eliminate serious incidents at ANU.

For the period 1 January – 31 December 2025 there were four serious misconduct matters registered with the Employee Relations (ER) Team. A summary of these and other matters actioned in the reporting period are provided in [Section 5](#).

The University funded influenza vaccinations for staff during the April - August 2025 period, with a total of 2118 staff receiving a vaccination (1190 University Pharmacy, 297 ANU Medical Centre, 631 through the Terry White Chemist voucher system). This compares to 1997 staff that received the vaccination in 2024 and 2097 staff that received the vaccination in 2023.

Service provision by Advisers to Staff continued to respond to staff needs. In total, 855 sessions were delivered to staff members in 2025, compared to 1318 sessions in 2024, and 1336 sessions in 2023. One to one counselling was attended by 237 staff members in 2025, compared to 306 staff in 2024 and 348 staff in 2023. The reduction in numbers of sessions in 2025 was due to Adviser to Staff resource availability.

The University's Employee Assistance Programs (EAP) service providers underwent a request for tender process in 2025, with Assure and Converge being the two selected providers from the 1 September 2025. During 2025 Assure delivered 904 sessions, with 426 new EAP referrals in 2025, Relationships Australia delivered 208 sessions to 89 staff members and family as of 31 August 2025 and Converge delivered 134 sessions to 93 staff members between the 1 September – 31 December 2025. In addition, Converge provided an additional 43 appointments on campus to staff during September – October 2025.

The Community Wellbeing Helpdesk received and actioned enquiries during this year via phone and emails. During 2025 there were 29 staff members who received financial assistance through the [Staff Relief Fund](#), to a total value of \$31,200.

Mental health first aid standard training and refresher training was delivered by using a blended and face to face format. Eight courses were delivered to 175 participants in total during January – December 2025. All University Mental Health First Aiders were also supported with the development of a SharePoint and MS Teams site containing resources and links to information and services.

The Occupational Strain Liaison Officer (OSLO) network continues to be supported to assist with workstation assessments on campus, with six (6) new OSLOs trained throughout the year. There were 316 Off Campus Workplace Assessment (OCWA) forms approved by the Safety and Wellbeing team in 2025, providing practical advice and support to staff and their supervisors.

2. WHS Risk

The focus area for WHS risk in 2025 was protecting staff health and safety through the organisational change processes:

Risk area	Issues to consider	Actions taken
Organisational change impacts	<p>Psychosocial hazards from uncertainty, change and potential for increased workloads resulting in staff burnout.</p> <p>Increased workplace conflict due to reduced resources, and impact on communication.</p> <p>Loss of corporate knowledge.</p> <p>Unplanned absences.</p> <p>Increased use of existing entitlements due to financial insecurity leading to increased costs and reduced productivity levels.</p>	<p>Psychosocial hazard identification has been integrated into change management processes. Through the VSS, leaders were required to identify and outline how they would manage the workload and loss of skills.</p> <p>Risk assessments were developed and consulted on for the overarching Renew ANU program with updates made as required and in line with feedback.</p> <p>The Renew ANU Program Board implemented a 'no risk assessment, no progression' rule for change plans to ensure hazards, risks and controls are considered by decision makers.</p> <p>Caring for people through change resources were developed and shared with staff:</p> <ul style="list-style-type: none"> • A guide for managers - Transition resource for people leaders_general guidance_June 2025.pdf: Guidance on how to support staff during transitions, including conversations, resources, and planning tools. • A guide for managers and staff - University support services - Guide for managers and staff - V0.1.pdf • A guide for managers - Recognising and responding to staff in distress in the workplace - Guide for managers - V0.1.pdf • A guide for managers - Recognising and responding to potential suicide in the workplace - Guide for managers - V0.2.pdf • A guide for managers - Recognising and responding to violence or aggression in the workplace - Guide for managers - V0.2.pdf • A Guiding Teams through Change Share Point site. <p>Involuntary redundancies were removed from the Renew ANU Program on 18 September 2025.</p>

3. Objectives, targets, and performance indicators

3.1 Objectives

The Safety and Wellbeing Plan 2024 – 2026 relates to three focus areas, Systems, Capability and People.

Element	2025 Objectives	Progress Status
Simplify and strengthen WHS processes, procedures, and systems.	<ul style="list-style-type: none"> 70% of all WHS documentation to be reviewed and fit for purpose by end 2025. University WHS Risk Register is completed and regularly reviewed. Risk Management processes are updated to include a practical focus on proactive risk management. 	<ul style="list-style-type: none"> 68% of documentation has been reviewed. All documentation has been allocated for review with responsible managers. Forms and Guidelines that are no longer required to be maintained on the Policy Library have been migrated to a dedicated page on the WHSMS page. The WHS Risk Register is drafted and requires wider consultation, specifically with the Health and Safety Representative group. This consultative process has paused and will commence again late Q1 2026. The WHS Risk Management processes have been paused due to lack of resourcing. This work will be included in the 2026 plan.
Increase capability to assist ANU people to take ownership for consistently upholding WHS behaviours, responsibilities, and accountabilities.	<ul style="list-style-type: none"> A percentage of training completion: Number of ANU staff who complete new eLearning modules: University WHS Induction, WHS Management for Supervisors and Practical WHS Risk Management. Continue training our Officers (and the next level down) in WHS Due Diligence so that 100% are trained by end 2025 and refreshed every 2 years 	<ul style="list-style-type: none"> KPMs around percentage completion will be determined once a release date for the three (3) new eLearning modules has been confirmed.

		<ul style="list-style-type: none"> • 57 Senior Leaders were trained in 2024 by Ashurst lawyers in relation to an officer's³ due diligence obligations. There are four leaders who still need to complete due diligence training. • Three new e-learning modules have been developed, feedback from user acceptance testing is included in the final versions. With the change in Vice Chancellor & President (VC), there is a minor delay in publishing the modules due to VC video presentations requiring an update (to be completed in Q1 2026).
Protect people's health and wellbeing through organisational change and normal business operations.	<ul style="list-style-type: none"> • Consultation and implementation: Number of psychosocial risk assessments, consultation sessions, workshops, workplace observations conducted to identify and control psychosocial hazards. • Early reporting of Psychosocial Hazards and Incidents: Monitor quarterly frequency and outcomes of reported psychosocial incidents. • Survey Feedback Improvement: Track bi-annual increases in employee satisfaction scores related to workplace support and culture. • Develop tools to support people and leaders going through change. 	<ul style="list-style-type: none"> • A psychosocial hazard workshop was conducted through NECTAR for early career academics in February 2025. • There have been 128 psychosocial incidents reported in 2025 with all followed up through HR or WHS, as per the psychosocial incident triage process. • A psychosocial incident investigation training workshop was conducted with WHS staff in March 2025 and an updated investigation guide published. • An injury management survey was distributed to staff in April 2025, to all staff who have been provided with support services in the previous six months. The survey confirmed 81% of respondents rated the communication and information received was excellent or good. • A 'Guiding Teams through Change' SharePoint site is available for all staff. • A SharePoint site has been developed to provide tools and guidance linked to all psychosocial hazards.

³ The WHS Act defines an officer to be someone who: makes, or participates in making, significant decisions that affect the whole, or a substantial part, of the business; or has the capacity to significantly affect the business' financial standing.

		<ul style="list-style-type: none">• A psychosocial risk management framework is under development.• A request for tender process for external employee assistance program providers occurred in April – June 2025, with two companies selected – Converge and Assure. The new arrangements commenced in September 2025.• Additional counselling appointments on campus were provided by Converge during September – October 2025.• Two new Adviser to Staff roles commenced in September 2025.
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3.2. Key Performance Indicators

Table 1: WHS Key Performance Indicators for 1 January – 31 December 2025

The data in the table below provides 2025 targets and results for the current reporting period. The focus will continue to be on preventative activities and partnering with leaders and People and Culture business partners to identify WHS hazards and mitigate potential risks.

Metric	Target	2025	Comments
Notifiable incidents	0	0	The annual result for 2024 was 2 notifiable incidents.
Hazards	Double incident rate	148	148 hazards and 443 incidents were logged for the reporting period. The annual number of hazards for 2024 was 140.
Lost Time Injuries (LTIs)	Maintain	6	The annual number of LTIs for 2024 was 15.
Lost Time Injury Frequency Rate (LTIFR) – Rolling 12 months	<1.9	0.72	The annual LTIFR for 2024 was 1.79.
Medically Treated Injuries (MTI)	Maintain	94	The annual number of MTIs for 2024 was 101.
Total Recordable Injury (TRI)	Maintain	171	The annual number of TRIs for 2024 was 210.
Total Recordable Injury (TRIFR) – Rolling 12 months	Maintain	20.42	The annual TRIFR for 2024 was 25.08.
Return to work rate to pre-injury hours and / or duties (final outcome)	95%	99%	The annual result for 2024 was 96%.

Metric	Target	2025	Comments
Timely and effective rehabilitation assistance provided - staff contacted within 48 hours of a safety incident being submitted involving injury	100%	100%	The annual result for 2024 was 100%.
Internal WHS audits conducted as per schedule	100%	100%	Of the initial twenty-seven (26) scheduled internal audits for 2025 (Q1-Q4), twenty-four (23) audits were completed in line with the annual audit schedule. Three (3) low risk areas were transferred to the WHS Reset Program and did not form part of the annual audit schedule.
Outstanding Corrective actions from Internal WHS Audits	0	0	The University maintains nil open actions from Internal WHS Audits.

The University has met the Safety Rehabilitation and Compensation Commission (SRCC) Key Performance Indicators (LKPI1 – LKPI7) consistently each quarter ⁴, in addition to complying with prudential requirements for licence arrangements.

100% Target met	85-100% target met	< 85% target met
General Definitions <ul style="list-style-type: none"> Lost Time Injury Frequency Rate (LTIFR) - Lost time injuries in the previous 12 months divided by the total hours worked in this period x 1,000,000. Lost Time Injury (LTI) – Accepted workers’ compensation claims for workplace injury or disease requiring the employee to be off work for more than one working day (Go8 definition) Medical Treatment Injury (MTI) – Injury significant enough to require professional medical attention. Example: Stitches, prescription drugs. Total Recordable Injury – Sum of LTI + MTI + FAI 		

⁴ [Licence Compliance Performance Model](#)

3.3. Serious Incidents Reported 2025

There have been no incidents formally notified to Comcare by the University during the reporting period.

There have been no serious incidents reported to the Australian Radiation Protection and Nuclear Safety Agency (ARPANSA) or the Office of the Gene Technology Regulator (OGTR) for the period 1 January – 31 December 2025.

On 30 September 2025 Comcare notified the University that they had commenced a monitoring and compliance activity in relation to WHS concerns raised by workers. These concerns relate to the management of psychosocial hazards associated with the *Renew ANU* change management process and the related consultation practices. Refer further details in [Section 9](#).

3.4. All Incidents and Hazards Reported

There have been 443 reported safety incidents for the period 1 January – 31 December 2025. Table 2 is a summary of the type of incidents reported during this period. For some incidents involving property, vehicle, or environment, an injury was also sustained as part of the incident type.

Table 2: Incident Analysis 1 January – 31 December 2025

Incident Type	Count of Incident Type
Injuries sustained	250
Near miss	128
Near miss / vehicle	7
Property damage	16
Property damage / injury sustained	10
Vehicle incident	8
Vehicle/ property damage	5
Vehicle / injury sustained	15
Vehicle / property damage/ injury sustained	4
TOTAL	443

There were 148 hazard notifications submitted for the period 1 January – 31 December 2025.

Table 3: Hazard Analysis 1 January – 31 December 2025

Hazard Type	Count of Hazard type
Physical Hazards	71
Psychosocial	39
Electrical	16
Environment	7
Hazardous Chemicals & Dangerous Goods	6
Biological Hazards	4
Human Factors	3
Manual Tasks and Ergonomics	2
TOTAL	148

For those work-related incidents when a person sustained an injury (279 incidents), Table 4 represents the total numbers per status of the person involved.

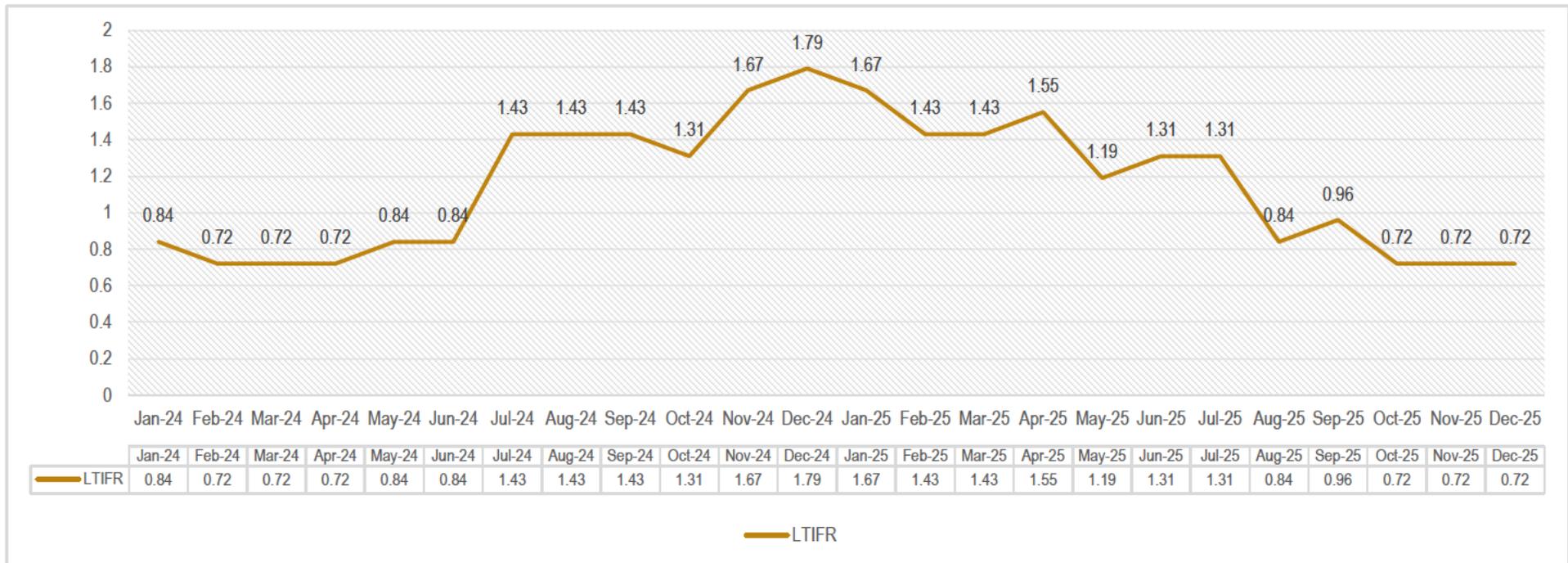
Table 4: Total Incident Number per Status of Person 1 January – 31 December 2025

Status of Person	Count of Injured Person
Staff	214
Student	51
Visitor	12
Contractor	2
Grand Total	279

Of the 279 incidents involving injuries sustained by a person, 214 (or 77%) were related to staff, while 51 (or 18%) related to student incidents.

3.5. Safety Metrics

Figure 1: Lost Time Injury Frequency Rate Rolling Data (January 2024– December 2025)⁵



⁵ The increase in LTIFR during July – August 2024 was the result of seven workers compensation claims involving lost time being accepted in this two-month period, which has created a significant increase in the LTIFR. There were an additional 5 accepted claims in November – December 2024 with lost time. Of the 6 LTIs that have occurred in the previous 12-month period, 3 are physical injuries and 3 are psychological injuries. The physical injuries have occurred in a range of College / Portfolio areas, due to falls on same level (3). All staff have returned to pre-injury duties and hours or are being provided with return-to-work assistance.

Figure 2: Mechanism of injury for the reporting period 1 January – 31 December 2025, compared to 2024 and 2023 calendar years

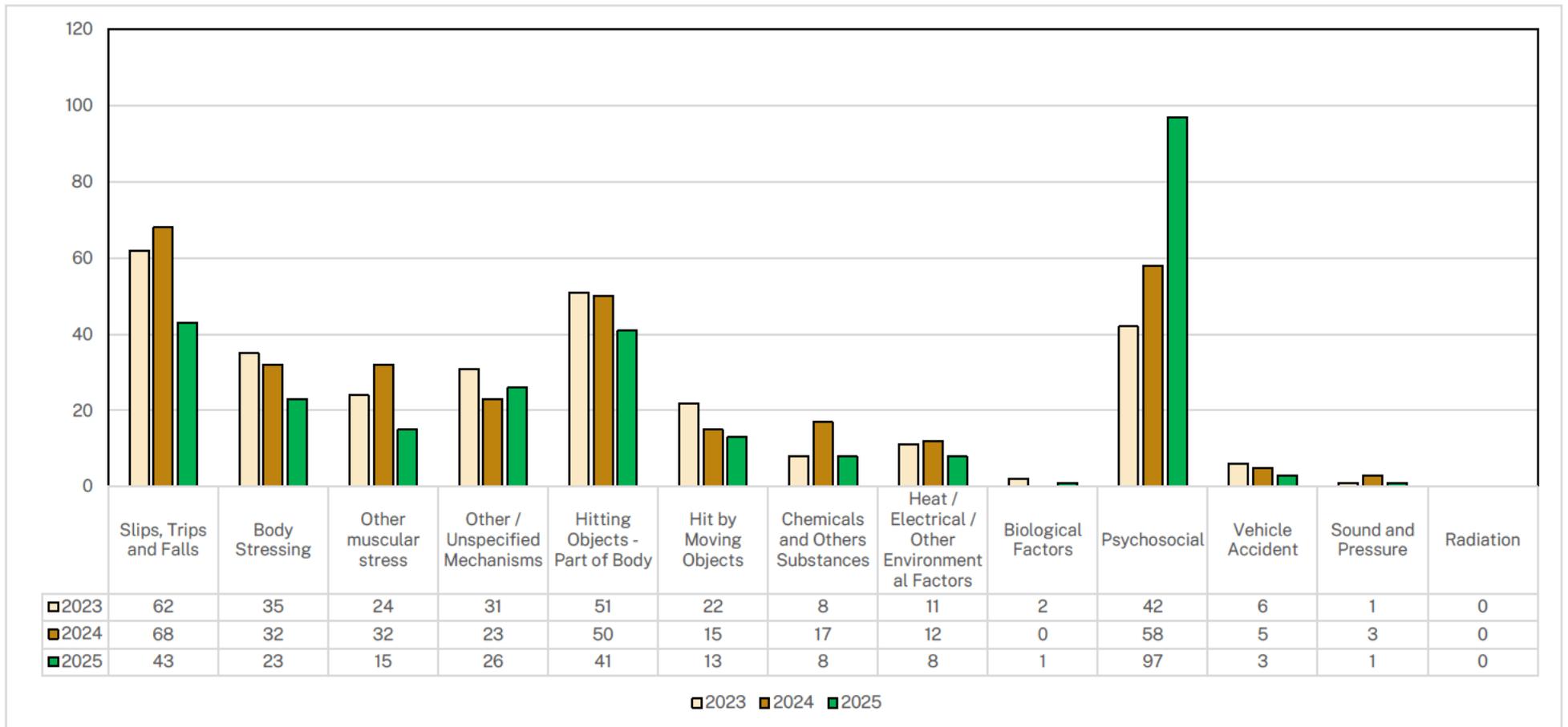
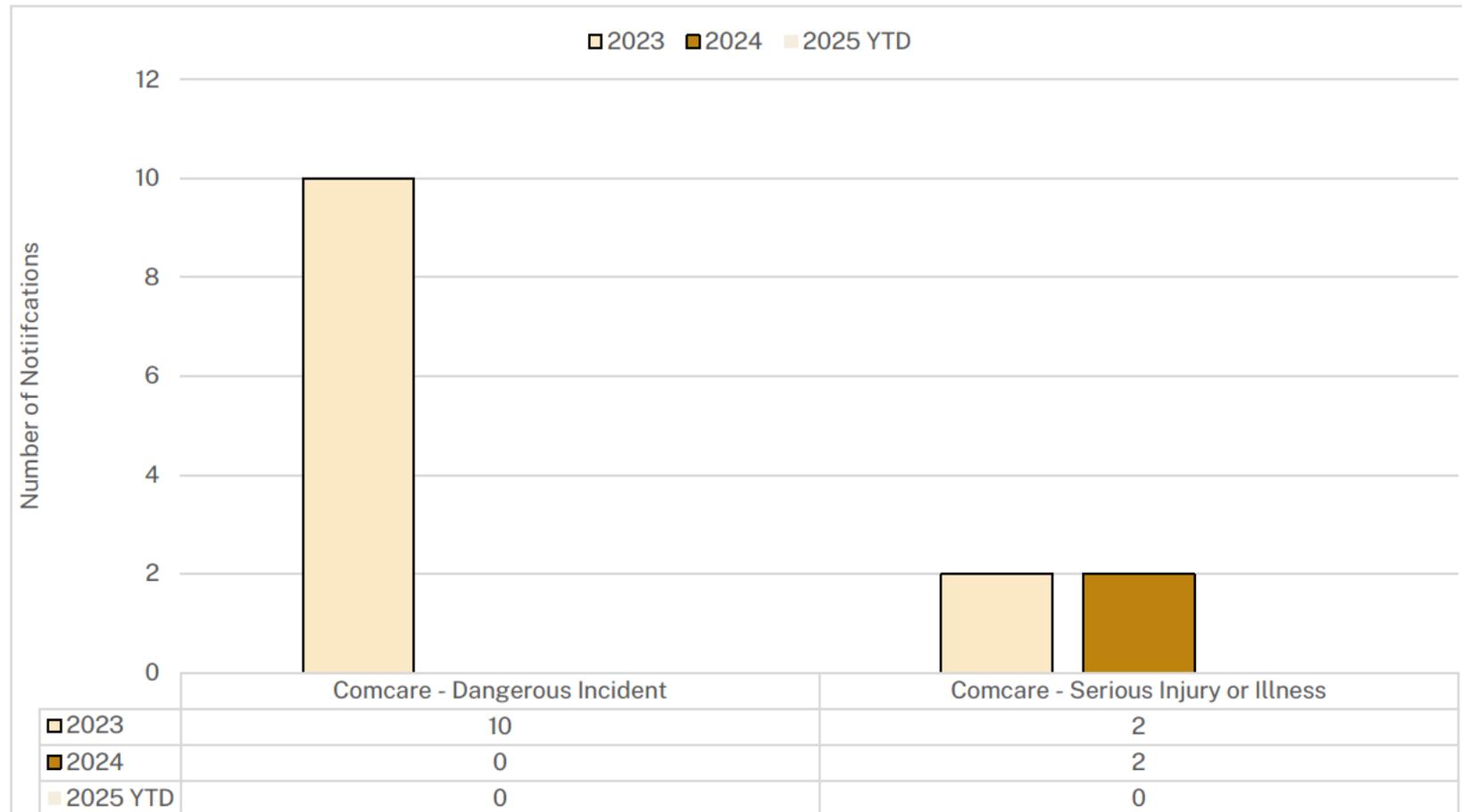


Figure 3: Notifications to Comcare by type for the reporting period 1 January – 31 December 2025, compared to 2024 and 2023 calendar years



4. Claims Performance 2025

4.1. Claims Costs

As of 31 December 2025, the University has 58 active workers' compensation claims, consisting of 51 accepted claims in receipt of benefits, one claim yet to be determined, and 6 claims open due to dispute in the Administrative Review Tribunal (ART) or Federal Court. This is an increase from 46 active claims as of 31 December 2024. Table 5 details a breakdown of claim costs paid in the period 1 January to 31 December 2025.

Table 5: Workers Compensation Claims Costs 1 January – 31 December 2025

Workers' compensation payment type	Costs paid (1 January - 31 December 2025)
Incapacity	\$1,278,937
Medical treatment	\$364,349
Investigation reports	\$25,936
Household and Attendant Care services	\$21,554
Rehabilitation	\$116,480
Legal/Settlement	\$352,455
Grand Total	\$2,159,711

For the same period in 2024, claims costs totalled \$1,512,606. The increase in 2025 is due to higher incapacity costs related to psychological claims received in 2025, and an increase in legal costs related to an increase in rejected claims being disputed.

There have been 32 new workers' compensation claims made since 1 January 2025, compared with 34 in 2024. 18 claims have been accepted, 13 rejected, and one is undetermined.

Table 6 details the claims received in the period 1 January to 31 December 2025.

Table 6: ANU Claims Received 1 January – 31 December 2025

Month Submitted	Claim Status	College / Division	School / Area	Nature of Injury	Cause of Injury
January	Rejected	s47E(c), s47E(d)			
January	Accepted				
February	Rejected				
February	Accepted				
February	Accepted				

Month Submitted	Claim Status	College / Division	School / Area	Nature of Injury	Cause of Injury
February	Rejected	s47E(c), s47E(d)			
February	Rejected				
March	Accepted				
March	Accepted				
March	Accepted				
March	Rejected				
March	Rejected				
April	Rejected				
April	Accepted				
April	Accepted				

Month Submitted	Claim Status	College / Division	School / Area	Nature of Injury	Cause of Injury
May	Rejected	s47E(c), s47E(d)			
May	Accepted				
June	Accepted				
June	Rejected				
July	Rejected				
July	Rejected				
August	Rejected				
August	Accepted				
August	Accepted				
September	Accepted				

Month Submitted	Claim Status	College / Division	School / Area	Nature of Injury	Cause of Injury
September	Accepted	§47E(c), §47E(d)			
September	Accepted				
September	Accepted				
October	Rejected				
November	Undetermined				
December	Accepted				
December	Accepted				
Total claims received 2025 = 32 Claims accepted = 18		Claims rejected = 13 Claims undetermined = 1			

4.2 Claim Disputation

For the period 1 January – 31 December 2025 there were 12 requests for reconsideration, as detailed in Table 7.

Table 7: Requests for reconsideration 1 January – 31 December 2025

Request received	Original Determination	Status	Outcome
10 February 2025	s47E(c), s47E(d)	Finalised	Affirmed
2 April 2025		Finalised	s47E(c), s47E(d)
30 May 2025		Finalised	Affirmed
13 June 2025		Finalised	Affirmed
20 June 2025		Finalised	Affirmed
9 July 2025		Finalised	Affirmed
31 July 2025		Finalised	Overtuned.

Request received	Original Determination	Status	Outcome
29 August 2025	s47E(c), s47E(d)	Finalised	Affirmed
9 October 2025		Finalised	Overtured.
20 November 2025		Finalised	Affirmed
27 November 2025		Finalised	Affirmed
15 December 2025		Finalised	Affirmed
Total request for reconsideration received = 12		Affirmed = 9 Overtured = 3	

For the period 1 January – 31 December 2025 there were 6 new appeals to the Administrative Review Tribunal (ART) and one new appeal in the Federal Court. There are currently 7 matters pending.

Table 8: Summary of pending ART and Federal Court matters

Date proceedings commenced	ART or Federal Court	Issue under Appeal	Stage of proceedings
s47E(c), s47E(d)			
New matters in 2025: 6 Total pending matters: 7			

5 Employee Relations

For the reporting period 1 January – 31 December 2025, there were 4 serious misconduct matters referred to the Employee Relations (ER) Team. A summary of the alleged serious misconduct matters and outcomes (where finalised) for the reporting period are summarised in Table 9.

A breakdown of serious misconduct matters and the termination / separation rates for professional and academic staff for the period 2022 - 2025 Q1 has also been provided in Table 10.

Table 9: Summary of Serious Misconduct Matters 2025

Month Referred to ER	Status	Type of Serious Misconduct	Employee type	College / Service Division	Outcome
February	Completed	Alleged breach of the Code of Conduct - failure to treat staff members with respect, and failure to carry out duties in a professional manner	s47E(c), s47E(d)		
May	Completed	Alleged breach of the Code of Conduct – failure to treat staff members with respect, uphold respect for the law and University governance and complying with standards of professional conduct			

Month Referred to ER	Status	Type of Serious Misconduct	Employee type	College / Service Division	Outcome
November	In progress	s47E(c), s47E(d)			
December	In progress				

Table 10: Comparison of Serious Misconduct outcomes 2022 – 2025

	2022		2023		2024		2025	
	Academic	Professional	Academic	Professional	Academic*	Professional	Academic	Professional
Serious Misconduct Cases	2	3	5	12	10	9	2*	1*
Matter Assessed – Referred for Local Management Action							0	1
Terminations/Separations	3	1	3	7	6	6	1	0
% Termination/Separations	80%		59%		63%		33%	
Outcome					*Includes visiting and honorary appointee matters.		*Two matters in progress (one academic and one professional)	
General definitions of Serious Misconduct matters	<p>Workplace bullying and/or harassment – repeated inappropriate behaviour, direct or indirect, whether verbal, physical or otherwise, conducted by one or more persons against another or others, that a reasonable person would regard as undermining the individual's right to dignity through victimising, harming, humiliating, intimidating or threatening a person or persons, thereby creating a risk to health and safety.</p> <p>Bullying does not include any legitimate or reasonable use of performance management processes, lawfully based and fairly applied disciplinary action, allocation of work in compliance with systems, implementation of organisational change or downsizing, action taken to transfer or redeploy a staff member or a decision not to promote or reclassify the staff member.</p>							

	<p>Discrimination - can be direct and can occur by specific exclusion or adverse treatment based on a person's personal characteristics, such as their gender, race, colour, ethnic or ethno-religious background, descent, or national identity; age; sexual orientation, etc. Discrimination can also be indirect and can occur when a requirement or condition is imposed on everyone equally, but persons of a particular group would have difficulty complying with the requirement because of their personal characteristics.</p> <p>Sexual misconduct - is a term encompassing any unwelcome behaviour of a sexual nature including sexual assault, sexual harassment, an act of indecency, making or distributing sexually explicit photos or videos without consent, and any other non-consensual sexual conduct if a reasonable person would consider that conduct to be an invasion of their privacy, indecent or otherwise unacceptable conduct.</p> <p>Breach of the Code of Conduct with respect to systems or entitlements – inappropriate use of IT, systems, travel or other workplace benefits or entitlements</p> <p>Breach of the Code of Conduct - inappropriate behaviours or conduct that is a breach of the ANU Code of Conduct, but is not otherwise described above.</p> <p>Further information: ANU Code of Conduct, ANU Procedure: Prevention of discrimination, harassment and bullying, ANU Policy: Sexual misconduct.</p>
<p>Matter Assessed – Referred for Local Management Action</p>	<p>Serious misconduct matters are referred to the Chief People Officer (CPO) via the Employee Relations (ER) team in accordance with the provisions stipulated in the ANU Enterprise Agreement. Local delegates need to firstly satisfy themselves that the threshold for serious misconduct has been met before a referral. However, where the CPO is not satisfied that the conduct alleged is sufficient to meet the test for serious misconduct, the matter is to be referred back to the local area for management action. This row has been added to better reflect and report on the terminations/separations from the cases where the test for serious misconduct has been met.</p>

6 Audit

Audit	Summary
WHS Audit Program	<p>In February 2025, internal WHS audits commenced in accordance with the WHS Internal Audit Schedule 2023-2026.</p> <p>The following areas were audited in Q1 2025:</p> <ol style="list-style-type: none">1. Crawford School of Public Policy2. Research School of Social Sciences3. Graduate House4. Scholarly Information Services5. Coral Bell School of Asia Pacific Affairs <p>The following areas were audited in Q2 2025:</p> <ol style="list-style-type: none">1. University Experience2. College Of Business and Economics3. School of Culture, History and Language4. John Curtin School of Medical Research5. School of Medicine and Psychology

Audit	Summary
WHS Audit Program	<p>The following areas were audited in Q3 2025:</p> <ol style="list-style-type: none"> 1. Research School of Physics 2. Centre for Public Awareness of Science (CPAS) 3. Residential Experience Division 4. ANU School of Law 5. Research School of Biology 6. Research School of Earth Sciences 7. Campus Environment <p>The following areas were audited in Q4 2025:</p> <ol style="list-style-type: none"> 1. School of Engineering 2. Research School of Chemistry 3. Fenner School of Environment and Society 4. Research School of Archaeology and Anthropology, Humanities and Arts 5. RSAA Mount Stromlo 6. Centre for Advanced Microscopy (CAM) <p>As part of the preparation for Comcare’s review of the University’s WHS management system (WHSMS) in December 2025, Safety and Wellbeing coordinated an independent external audit of its WHSMS. The independent audit was completed over the period 3 to 7 November 2025 and reviewed the WHSMS against ninety-four (94) criteria of the Comcare Self-insurer National Audit Tool (NAT). The outcome of the independent audit was thirteen (13) observations and nil non-conformances.</p>

Audit	Summary
WHS Audit Program	Comcare's review (audit) of the University's WHSMS, initiated by the Safety Rehabilitation and Compensation Commission (the Commission) was completed over the period of 1 to 12 December 2025. The audit by Comcare focused on the University's level of implementation of ninety-four (94) criteria of its WHSMS (against the NAT) by nominated local areas (S&W, CE, RED, JCSMR, RSB, RSPHYS and RSES). The draft audit report by Comcare identified twenty-seven (27) criteria of non-conformance with the WHSMS and thirteen (13) observations for improvement. The findings are still under review by the University, with the report to be finalised in Q1 2026.
Rehabilitation Management System	An external file audit of the Rehabilitation Management System (RMS) was conducted in January 2025, with a 100% conformance result with one observation. A corrective action plan has been completed to address the finding. The audit report can be accessed here .
Claims Management System	An external file audit of the Claims Management System (CMS) was conducted in January 2025, with a 100% conformance result with one observation. A corrective action plan has been completed to address the finding. The audit report can be accessed here .

7 Health and Safety Reviews

Update to WHS Resources and Procedural Reviews

WHS Resources

- Safety and Wellbeing have released the PowerApp project for users to begin integrating and using it to track WHS training completion rates more accurately and efficiently. This is currently functional for low-risk areas with ongoing work to ensure streamlined functionality for high-risk areas. Solutions for high-risk areas have been scoped and are being investigated for feasibility and functionality.
- The priority focus for WHSMS Handbook expansion over 2025 included the chapters on Biological, Chemical and Fieldwork safety. Fieldwork safety chapter will proceed to consultation during Q1 2026. Feedback on the Biological chapter is still being considered, and additional discussion is required with the Chemical Safety Advisory Group for the chemical chapter.

Policy and Procedure reviews

- Policies, Procedures, Forms, and Guidelines allocated to WHS Managers have been returned and are undergoing formatting and final review prior to either proceeding to consultation or approval for completion and submission to the Policy Library. A number of policies and procedures have already been completed.
- Forms and Guidelines have now been relocated to the WHSMS page from the Policy Library, and a banner has been applied to the Policy Library to redirect staff to the new location.

8 WHS legal and other requirements/changes

Update on Relevant WHS and Legal Changes

From March 2025 the [Work Health and Safety \(Sexual and Gender-based Harassment\) Code of Practice](#) (CoP) came into effect across the Comcare jurisdiction requiring PCBUs to take a proactive, consultative and preventative approach to sexual and gender-based harassment, whether it comes from colleagues, customers or the public – in person or online. This CoP should be read and applied alongside the existing code of practice for Managing Psychosocial Hazards at Work. Sexual and gender-based harassment often occurs with other psychosocial hazards and PCBUs must consider the interaction between these hazards when managing risks to the health and safety of workers and others.

From March 2025 the [Work Health and Safety Regulations 2011 \(Cth\)](#) have been amended to increase protections for workers exposed to lead in the Commonwealth jurisdiction.

The changes include:

- reducing blood lead levels at which health monitoring is triggered
- increasing the frequency of biological monitoring
- reducing the blood lead levels for removal of workers from lead risk work and returning to work
- reducing the workplace exposure standard for lead from 0.15mg/m³ to 0.05mg/m³.

Preparation has progressed for the University to comply with the [National Higher Education Code to Prevent and Respond to Gender-based Violence](#) – which came into effect from 1 January 2026.

Update on Case Law

Item 1

A decision by the Tasmanian Supreme Court reinforced the responsibility of employers to provide a safe working environment for staff. The article linked below summarised the Court's decision as follows:

The ruling in Morrison serves as a clear reminder of the importance of consultation in risk management. Where employees may face violent or dangerous situations, for example in education, aged care, disability and support services, correctional services, health and allied health services, policing or security work, employers and PCBUs must take proactive steps to ensure safety.

Engaging with employees about risks, risk management, demonstrating an awareness of risk and active measures to respond to risk are key.

Failure to manage risk can give rise to injury. In the absence of consultation or demonstrated proactive risk management employers may face WorkCover claims and WHS prosecution.

Where employers disregard the concerns raised by employees, without developing a clear risk management response, any injury or claim resulting from the concern identified by the employee will be difficult to defend.

[A failure to protect: The legal implications of overlooking staff safety - Colin Biggers & Paisley](#)

Item 2

The Department of Defence has been convicted and fined for failing to immediately notify Comcare of an incident which seriously injured a soldier at a Brisbane Army base. Comcare's Acting CEO Michael Duke said incident reporting was integral to workplace health and safety. A reminder the University must ensure that the regulator (Comcare) is notified immediately after becoming aware that a notifiable incident arising out of the conduct of the business or undertaking has occurred (See full article [here](#)).

Item 3

A matter mentioned in the Broadmeadows Magistrates' Court on 1 July 2025 highlights the need for employers to comply with their primary health and safety duty to ensure, so far as was reasonably practicable, the health and safety of workers (section 19(1) of the WHS Act). Comcare reports Services Australia has been charged with breaching federal work health and safety laws after a worker was violently attacked at a Melbourne Centrelink office. The charge alleges Services Australia failed to undertake a range of measures to eliminate or minimise the risk of physical violence to workers. Further details are linked [here](#).

Item 4

Construction company John Holland has been charged with breaching federal work health and safety laws after a worker suffered serious injuries in a fall. The charge is a Category 2 offence under the WHS Act, carrying a maximum penalty of \$1.5 million. The matter was listed for mention in Sydney's Downing Centre Local Court on 16 September 2025. A decision by the Court is not yet available online.

Item 5

In December 2025, the Department of Defence has been convicted and fined for failing to manage psychosocial risks relating to the death of a worker – the first penalty of its kind for a Commonwealth employer. Comcare have stated *“The investigation found Defence knew the worker was not coping and that he was also experiencing personal issues. The serious and foreseeable risks required a proactive approach to work health and safety that the department failed to deliver.”*

9 WHS Feedback and Consultation

9.1 Complaints

Logged complaints
<p><u>CASS HSR</u></p> <ul style="list-style-type: none">• A CASS HSR led a review based on staff feedback, confidential experiences provided to the HSR and a review of change documentation, communication and consultation.• That review identified high job demands, fatigue, low job control, job insecurity, poor support, poor change management, poor organisational justice and alleged harmful behaviours (violence, aggression, bullying and harassment).• The HSR provided this assessment to CASS leadership on 11 September 2025. CASS leadership met with the HSR. The Chief Operating Officer requested additional information to help fully explore the issues raised so that appropriate action could be undertaken. To maintain confidentiality, limited detail had been provided, and the following type of information was being sought; indicative numbers of staff, general area they worked within CASS, dates of incidents, action already taken, current status of individuals etc.• The HSR did not believe this to be a sufficient response from the University and issued a Cease Work Order (CWO) and Provisional Improvement Notice (PIN) on 17 September 2025.• The CWO and PIN were subsequently withdrawn after consultation between Comcare, the University and HSR representing the work group. See issue resolution comments below. <p><u>Comcare</u></p> <p>On 30 September 2025 Comcare notified the University they had commenced a monitoring and compliance activity in relation to WHS concerns raised by workers. These concerns related to the management of psychosocial hazards associated with the <i>Renew ANU</i> change management process and the related consultation practices. On 13 October 2025, the University received a Section 155⁶ Notice from Comcare to provide information and documents. Concerns stated by Comcare related to the management of psychosocial hazards associated with the <i>Renew ANU</i> change management process and the consultation practices. The University submitted all information and documentation requested by Comcare, by the due date of 10 November 2025. On 17 November 2025, Comcare acknowledged receipt of the information and documents requested under the Section 155 Notice. Further correspondence or requests for additional information from Comcare have not been received as at 13 January 2026.</p>

⁶ Section 155 of the WHS Act obligates the University to provide information or documents to Comcare under penalty/offence for non-compliance without reasonable excuse.

9.2 WHS Issue Resolution

Logged complaints
<ul style="list-style-type: none">• On 17 September 2025 a CASS HSR issued a CWO and PIN. Safety and Wellbeing, CASS Leadership and the Chief Operating Officer worked collaboratively with the HSR. The University sought the assistance of Comcare to review the CWO and PIN. The CWO was lifted on 23 September 2025 and the PIN withdrawn on 2 October 2025.• A number of actions have been taken and are planned in relation to the issues raised prior to and since the CWO and PIN. These centre on immediate support, enhancing communication, providing leadership training and conducting further assessment.<ul style="list-style-type: none">○ Immediate support: the CWO and PIN commenced on 17 September 2025. The University had already commenced the process to increase onsite counselling based on concerns raised and this commenced the following day on 18 September 2025.<ul style="list-style-type: none">➤ In addition to onsite counselling, the University had previously executed recruitment processes to increase internal capacity of onsite Psychologists. These staff (2) commenced at the end of September 2025.➤ Staff who raised their WHS issues through the University's incident reporting system were managed in accordance with the University's HR and WHS processes.○ Additional assessment: On 19 September 2025, the CASS WHS Committees were tasked with reviewing the WHS risk assessment and feedback was scheduled for review on 15 October 2025 by the HSRs, Safety and Wellbeing team and CASS leadership where additional amendments to hazards and controls were discussed. An updated WHS psychosocial risk assessment was included in the CASS Implementation Plan released to staff for review on 1 December 2025.○ Enhancing communication: A fortnightly meeting was established between the HSRs, Safety and Wellbeing and CASS leadership to discuss current or emerging WHS issues, however HSR attendance has been sporadic. CASS WHS Committees (2) continue to provide an important mechanism to consult on WHS issues, with consultation continuing in relation to convening one (1) WHS Committee for CASS as a whole.○ Training: A draft program for Leadership Training for CASS leaders was scoped late in 2025 and will continue through a procurement process in early 2026.

9.3 Consultation

Consultation including significant feedback

Consultation on Renew ANU Change Principles continues at an organisational level since February 2025. Consultation also includes direct engagement with the University's Health and Safety Representative (HSR) group by Safety and Wellbeing. Bi-monthly meetings with the HSR group commenced in April 2025 and have a standing agenda item to discuss health and safety matters arising from Renew ANU activities. Issues raised by the HSR group are reviewed by Safety and Wellbeing, and the Renew ANU People and Culture team.

9.4 External Parties

Significant feedback from external parties

Nil for this reporting period.



Self-Insurance Annual Report 2025

1. Executive summary

The Safety, Rehabilitation and Compensation Act 1988 (SRC Act) grants eligible corporations and Commonwealth authorities a licence to self-insure their workers' compensation liabilities and/or claims management. The Australian National University (ANU) commenced workers compensation self-insurance arrangements on 1 July 2018 and is now in its eighth year as a self-insurer.

The University has made an application to the Safety, Rehabilitation and Compensation Commission (SRCC) for extension of the self-insurance licence, which currently expires 30 June 2026. The SRCC will consider the application at their meeting on 26 March 2026.

The University has achieved significant benefits since commencing self-insurance arrangements, which are further detailed in the performance measurements detailed in this report.

Of note is the following achievements:

- A reduction in the provisional liability estimated to cover future costs of claims, compared to when commencing self-insurance, therefore a reduced future cost for the University (refer Figure 3).
- A significant reduction in active workers compensation cases – 85 active claims in July 2018 compared to 58 current claims.
- Consistent quality service provision for self-insurance arrangements, resulting in the University meeting the Safety Rehabilitation and Compensation Commission (SRCC) Key Performance Indicators, and therefore complying with licensee requirements.
- Auditing outcomes for the three safety, rehabilitation and claims management systems, that provides evidence of the University meeting the required compliance and quality standards.

Further detail of performance outcomes for 2025 are detailed in this report.

During the period 1 January - 31 December 2025, the following outcomes regarding cost and performance measures related to the self-insurance program were achieved. Comparison to 2024 results is provided at Figure 1.

1. Overall cost of the self-insurance program for 2025 was \$3,416,673, compared with \$2,847,086 in 2024.
2. Of the seven Licensee Key Performance Indicators (LKPIs) reported quarterly to the Safety Rehabilitation and Compensation Commission (SRCC) – all measures are currently assessed as improving or stable.
3. Claim payments made in 2025 were \$2,159,711, compared with \$1,512,606 in 2024. This increase is due to psychological claims received in 2025, which resulted in significant incapacity expenses, and an increase in disputed claims, leading to an increase in legal expenses.
4. Provisional liability estimate as at 31 December 2025 is \$17.9M, being a \$1.2M decrease in provision estimated at 31 December 2024 (projected future claim costs to be paid by the University for the life of existing claims).
5. The number of incidents notifiable to Comcare in 2025 was zero, compared with two in 2024. Notifiable incidents have a direct impact on the licence fee charged to the University per year due to the cost of investigations or inspections conducted.
6. Claim incidence numbers remains steady with 32 new claims submitted in 2025, compared to 34 in 2024.
7. Active claim numbers are 58 as of 31 December 2025, compared with 46 active claims as of 31 December 2024.
8. Matters under dispute – there were 6 new appeals to the Administrative Review Tribunal (ART) in 2025, and one appeal in the Federal Court. One of the ART matters has been resolved, with the other matters pending resolution.

Figure 1- Self-insurance Key Performance Indicators 2025 – Comparison with 2024



2. Financial Status

2.1. Self-insurance costs

Costs for 1 January – 31 December 2025 that are directly attributable to the self-insurance arrangement have amounted to \$3,416,673 as detailed in Table 2. This is an increase of \$569,587 in total cost compared with 2024, which is attributable to an increase in incapacity expenses related to psychological claims received in 2025, and an increase in disputed claims leading to higher legal costs for the University.

Table 2: Self-insurance program costs 1 January – 31 December 2025

Item	Cost
Self-insurance licence fee	\$639,687
Comcare claims management contract	\$264,824
Reinsurance	\$275,000
Bank Guarantee fee	\$40,320
Actuary services fee	\$37,131
Claim payments	\$2,159,711
Grand Total	\$3,416,673

Annual self-insurance licence fee

The Safety Rehabilitation and Compensation Commission (SRCC) and Comcare operate on a full cost recovery model, with costs for performing their functions recovered through the fees charged to licensees and premium paying agencies.

The University's licence fee for 2025 – 2026 as set by the Commission was \$639,687. The fee for 2024 – 2025 was \$642,369.

Reinsurance

The number of reinsurance providers in the market has reduced significantly in recent years. Due to lack of competition and global financial pressures, the fee for this insurance has been steadily increasing in recent years. This year we obtained a 2-year policy at a cost of \$275,000 per year.

Claim payments

Claim payments made in 2025 were \$569,587 higher than in 2024. Psychological claims received in 2025 have resulted in significant incapacity entitlements being paid during 2025. Rehabilitation services, including Workplace Rehabilitation Providers, are engaged to assist in managing these cases to achieve return to work outcomes as soon as possible. An increase in claims under dispute has also resulted in higher legal costs for the University.

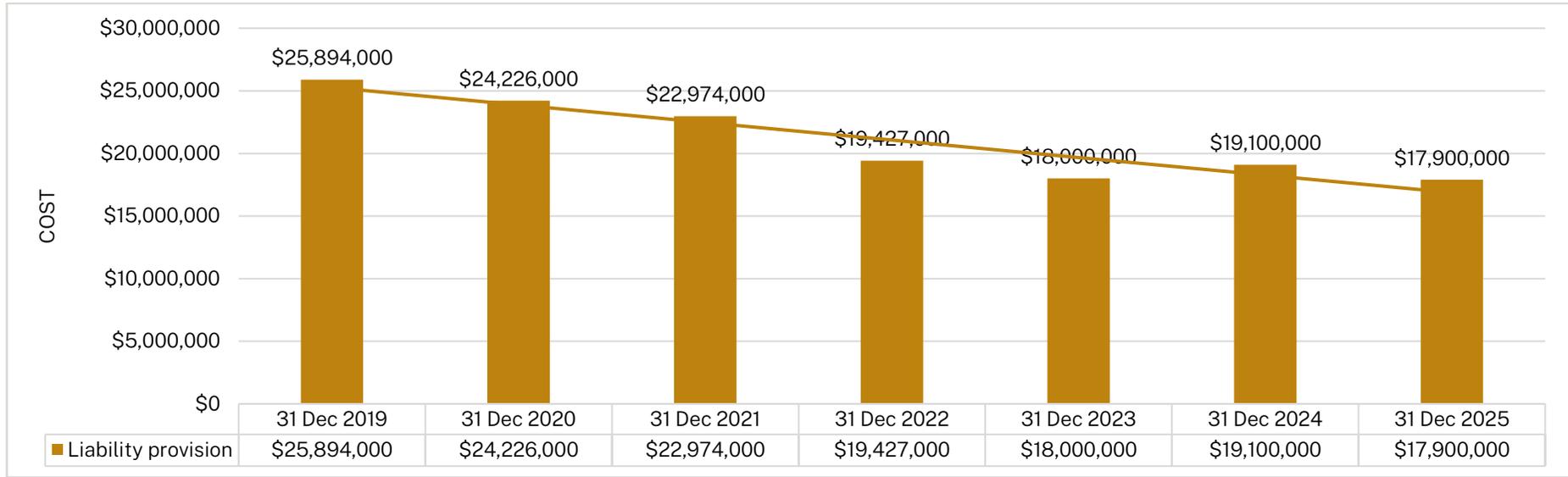
Liability provision

Finity Consulting currently provides actuarial services to the University.

As of 31 December 2025, Finity Consulting assessed the required liability provision at \$17.9M. This represents a reduction in the valuation at 31 December 2024 which was \$19.1M. The reduction is due to no new large claims emerging in recent years, and a reduction in claims handling expenses.

Figure 3 shows the provision over the last seven years since commencement of self-insurance arrangements. A comprehensive year-end Liability Report for 2025 will be provided by Finity Consulting in January 2026.

Figure 3: Liability Provision Amount Comparison 2019 - 2025



3. Claims performance 2025

3.1 Third party Claims Provider Arrangement

The University currently engages Comcare as a third-party service provider for claims management until 30 June 2026, with two Claims Managers co-located with the Safety and Wellbeing Team on campus.

A Deed of Agreement between the University and Comcare details the specific obligations of the claims manager, including actions the claims manager is required to undertake to ensure the University complies with conditions imposed by its self-insurance licence.

3.2 Claim Costs

Table 4 details a breakdown of claims costs paid in this reporting period (1 January to 31 December 2025).

Table 4: Workers Compensation Claims Costs 1 January – 31 December 2025

Workers' compensation payment type	Costs paid (1 January - 31 December 2025)
Incapacity	\$1,278,937
Medical treatment	\$364,349
Investigation reports	\$25,936
Household and Attendant Care services	\$21,554
Rehabilitation	\$116,480
Legal/Settlement	\$352,455
Grand Total	\$2,159,711

3.3. Claim incidence

At the commencement of self-insurance, the University had 85 active claims. As of 31 December 2025, the University has 58 active workers' compensation claims.

For the period 1 January - 31 December 2025 there were 32 new claims received, with 18 of these claims accepted 13 claims rejected, and 1 undetermined.

Comparison to the previous five-year claim experience is provided in Table 5. The increase in claims received since 2024 relates to an increase in claims made for psychological conditions.

Table 5: Claims Received Comparison 2018 - 2025

Year	2021	2022	2023	2024	2025
Claims Received	20	18	18	34	32
Claims Accepted	9	11	15	22	18
Claims Rejected	10	6	3	8	13
Claims Withdrawn	1	1	0	1	0

3.4. Claim Disputation

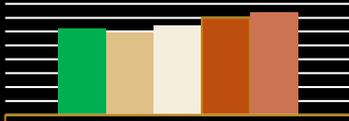
There were 12 requests for reconsideration made in 2025, with 9 decisions being affirmed by Comcare, and 3 decisions varied.

As at 31 December 2025, there are five matters pending in the Administrative Review Tribunal, and one matter pending in the Federal Court.

Safety and Wellbeing Dashboard

148

hazards
2025



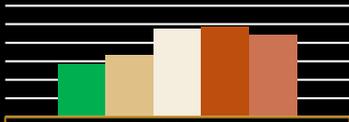
Hazards

2021	125
2022	119
2023	128
2024	140
2025	148

Hazard numbers reported have increased in 2025 compared to previous years.

443

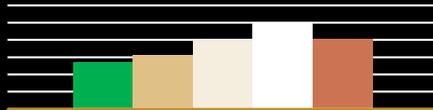
incidents
2025



Incidents

2021	285
2022	337
2023	474
2024	487
2025	443

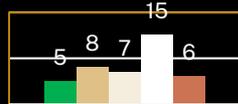
Incident numbers in 2025 have decreased compared to 2023 and 2024 years.



Total Recordable Incident Frequency Rate (TRIFR)

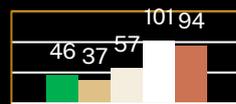
2021	13.49
2022	15.52
2023	20.30
2024	25.08
2025	20.42

The TRIFR is a 12-month combined measure of lost time, medical and first aid injuries. During 2025, there was a decrease of LTIs (6), and a decrease in MTIs (94). The number of MTIs in 2024 - 2025 continue to be high compared to previous years as a result of increased incidents submitted for psychological injury, requiring staff to seek specialist assistance from medical or counselling treatment, rather than first aid alone.



Lost Time Injuries (LTIs)

2021	2022	2023	2024	2025
5	8	7	15	6

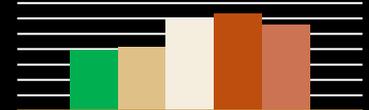


Medically Treated Injuries (MTIs)

2021	2022	2023	2024	2025
46	37	57	101	94

279

injuries
2025



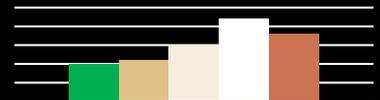
Injuries

2021	196
2022	205
2023	295
2024	315
2025	279

The total number of injuries reported in 2025 (279) has decreased. The highest numbers of injury incidents were due to psychosocial (97) and slips, trips and falls (43).

18

claims
2025



Accepted Claim Numbers

2021	10
2022	11
2023	15
2024	22
2025	18

Accepted claim numbers (18) have decreased in 2025, due to early intervention injury management services, and comprehensive assessment of claim submission details.

