

Annual Report

2024-25



Workplace Injury Commission

Declaration by the Chair of the Responsible Body

The Hon. Ben Carroll, Deputy Premier
Minister for WorkSafe and the TAC
Minister for Education

Level 3
1 Treasury Place
East Melbourne
Victoria, 3002

Dear Minister

In accordance with the *Financial Management Act 1994* (Vic), I am pleased to present the Annual Report for the Accident Compensation Conciliation Service, trading as the Workplace Injury Commission, for the year ending 30 June 2025.

Yours sincerely



Meriel O'Sullivan
Board Chair

Contents

Declaration by the Chair of the Responsible Body	2
Chair report	4
CEO report	5
About the Workplace Injury Commission	6
Year in review	7
The WIC workplace	10
Investing in culture at WIC	11
Service delivery	12
Financial performance	21
Compliance statements	25
Financial statements	28
Auditor's report	30
Disclosure index	50

The Workplace Injury Commission (WIC) acknowledges Aboriginal Traditional Owners of Country throughout Victoria and pays respect to their cultures and Elders past, present and emerging.

WIC is committed to safe and inclusive workplaces, policies and services for people of all backgrounds and communities.

Chair report

The Workplace Injury Commission (WIC) continued to see demand for our dispute resolution services rise during the 12 months to 30 June 2025. To address this, WIC introduced a range of initiatives to respond to increased demand. We know we still have work ahead of us, and we will continue to introduce smarter ways to resolve disputes expeditiously.

While an increase was anticipated, the volume and complexity of new dispute lodgements was higher than predicted, placing the provision of timely conciliation services under pressure. This pattern was repeated across the broader Victorian workers compensation system.

Meeting this higher demand while managing the introduction of changes to the WorkCover Scheme has presented challenges for our workforce, injured workers and other parties. It was heartening to see WIC address this during the year.

To this end, WIC continues to progress strategic initiatives that not only set us up for success in the short term, but will make the service more responsive and sustainable in the future. We are evolving from the one-size-fits-all approach to conciliation conferencing, which has been in place for more than 25 years, to providing more flexible options that are tailored to the nature of the dispute. WIC engaged in extensive stakeholder engagement during the year, strengthening our ties with key partners and developing combined approaches to more effectively and expeditiously resolve disputes for injured workers and other parties.

As this is my final annual statement as Board Chair, it is opportune to briefly reflect on the past 8 years of my time with WIC. When I joined the Board in 2017, initially as Deputy Chair, WIC, then known as the Accident Compensation Conciliation Service, was transitioning to becoming a statutory authority. At that time we employed just over 70 staff and exclusively focused on the conciliation of worker's compensation disputes.

Since that time, WIC has undergone extraordinary change and development. This includes moving to the direct employment of Conciliation Officers, designing and opening our Resolution Centre, and launching our Arbitration service. We also successfully navigated the COVID-19 pandemic without interruption to services. On return to the workplace, we broadened how services can be accessed, introducing hybrid options for conciliation conferencing and redesigned our communications and processes, making it easier for injured workers to participate in conciliation and arbitration. WIC now employs more than 150 staff and has established an arbitration service, providing injured workers with an additional pathway to resolve disputes. The growth and maturity of the organisation is underpinned by a commitment to core principles of dispute resolution: ensuring access to justice that is informal, accessible and timely.

Acknowledgements

The staff of WIC are the heart of the organisation. Their commitment to the provision of fair, independent and accessible dispute resolution services is what makes the organisation effective. Their skills, empathy and professionalism are reflected in the consistently positive feedback from service users, which has been my pleasure to report on year-on-year. It has been a great honour to be part of such a passionate and capable team.

I am particularly grateful to the CEO and Executive Leadership Team. It is a pleasure to collaborate with such a dedicated and talented group. They hold the vision of the Board, wishes of the staff, needs of injured workers and expectations of stakeholders in their planning and decision-making, and consistently inspire me.

To my fellow Board members, past and present, I will miss collaborating with such a smart and decent group of people. Thank you for your supportive, wise and courageous leadership.

I acknowledge and appreciate the commitment and support of the Minister for Workplace Safety and the TAC, and the Department of Treasury and Finance, along with the many organisations that are part of the workers compensation landscape in Victoria, including WorkSafe, employee and employer representative groups, legal firms, insurance agents and self-insurers.

It has been a great privilege to serve such a worthwhile and important organisation. I am grateful for the honour, and confident WIC will go from strength to strength with a shared sense of purpose and commitment to justice.



Meriel O'Sullivan
Board Chair

Meriel
O'Sullivan



CEO report

It has been a year of growth and consolidation at WIC, as our organisation expanded in an environment of rising demand for our dispute resolution services. The increase in demand placed pressure on service delivery, with a combination of the type and volume of disputes lodged creating bottlenecks in the system. We also continued to manage changes to the WorkCover scheme introduced in 2024. Throughout, we remained steadfast in our commitment to continue delivering timely, accessible and fair dispute resolution services to the community.

We worked closely with WorkSafe and other key stakeholders during the year, introducing immediate measures to reduce systemic pressures and increase our capacity to reach outcomes for injured workers and other parties. These measures complemented our longer-term strategic projects aimed at providing sustainable pathways for dispute resolution well into the future. We also onboarded more Conciliation Officers and introduced extra support functions, enabling those working on resolving disputes with injured workers and other parties to focus on their core duties.

While lodged disputes rose by 18.7% year-on-year, the total volume of finalised disputes—that is, the number of conciliation disputes for which we were able to achieve an outcome—rose by 24.2% year-on-year, which is testament to the commitment and hard work of our employees. While we made tactical improvements, we know there is still plenty of work to do.

Smarter use of our data analysis and reporting capabilities was another noteworthy theme, providing WIC with a more comprehensive, end-to-end view of our service and how it is experienced by users. As a result, we now track the time it takes for a dispute to be ‘finalised’, which is the amount of time between a dispute being lodged and when a final outcome is reached. Considering more than half of the disputes lodged with WIC do not require a conference to reach an outcome, this metric provides a complete view of the end-to-end dispute lifecycle at WIC and will be closely tracked going forward.

We also saw a 61.1% annual rise in accepted referrals for our Arbitration service, which was expected as we work through the remaining rejected mental injury disputes that fall under the eligibility criteria prior to last year's changes under the *WIRC (WorkCover Scheme Modernisation) Act 2024* (Vic), or Scheme Modernisation. It has been pleasing to see increased awareness of this additional dispute resolution pathway at a time when our services are in greater demand. We will continue to monitor how the changes to the legislation impact the volume of disputes that are referred to this service.

Meriel O’Sullivan Farewell

It was also a poignant year working with Meriel O’Sullivan, who has held the role as Chair for the entirety of my time as CEO of WIC, knowing that her tenure would soon be ending. While her total contributions to the Board, Executive Leadership Team and organisation

are too many and varied to list here, Meriel has played an instrumental role at WIC, both as Deputy Chair and Chair, establishing the organisation’s first Board of Directors, facilitating relationships across the workers compensation landscape and ensuring the proper governance was in place as we transitioned into a statutory authority. I would like to personally thank Meriel for being a reliable source of wisdom and mentorship during this time, and an unwavering supporter of our organisation and the important role of alternative dispute resolution.

Acknowledgements

I thank the Board Directors for their oversight and guidance, and I look forward to continuing to work with them in the coming year. I also want to thank our Executive Leadership Team, whose experience, knowledge and leadership played a central role in the growth of our organisation. And of course, our employees, for their flexibility in a changing environment, passion for resolving workplace injury disputes and contribution to building an organisational culture we can all be proud of.

When it became clear that solving many of the pain points in the workers compensation ecosystem required a collaborative effort involving key stakeholders, WorkSafe ensured the necessary support was available. We thank them for partnering with us to address service demand and service improvement. Without their collaboration in this process, many of our ongoing initiatives would prove unviable.

Finally, WIC acknowledges and values the Government’s ongoing support for the provision of faster, simpler, lower-cost alternatives for dispute resolution to the Victorian community, which WIC strives to provide every day.



Alyssa Duffy

A handwritten signature in dark ink, appearing to read 'Alyssa'.

Alyssa Duffy
Chief Executive Officer

About the Workplace Injury Commission

Being injured at work can have wide-ranging impacts on the injured worker and their family, as well as on their employer and co-workers.

WIC is a complete alternative dispute resolution (ADR) service for Victorians injured at work.

Functioning under the *Accident Compensation Act 1985* (Vic) and the *Workplace Injury Rehabilitation and Compensation Act 2013* (Vic) ('WIRC Act'), WIC provides fair and impartial conciliation and arbitration services.

WIC seeks to resolve disputes and reduce the impact of injury on all parties by finalising disputes early and fairly. We support injured workers by actively seeking to resolve disputes and rebuild relationships with their employers.

WIC is committed to procedural fairness, impartiality, sound decision-making and the effective administration of its obligations under the WIRC Act. The experience of the injured worker and other stakeholders is central to WIC's processes, allowing parties to progress through robust and effective conciliation and, if necessary, proceed to arbitration and a final determination.

Conciliation

Conciliation is the first step in managing disputes in relation to no-fault statutory compensation entitlements in the WorkCover scheme. Conciliation Officers assist parties to reach a resolution by mutual agreement, rather than by determining who is right or wrong. Procedural fairness in dealing with all parties is paramount.

WIC applies an empathetic, robust ADR model where the Conciliation Officer listens to both parties, guiding them to their own agreement. WIC then ratifies that agreement. If the dispute is unable to be resolved, the Conciliation Officer works with the parties to ensure they understand the pathways available once the conciliation process has concluded.

WIC's priority is to resolve as many matters as possible through conciliation, for the ultimate benefit of all parties. The non-adversarial approach supports parties through a timely and informal process, while also providing value-for-money benefits to the Victorian community, avoiding the cost and impact of extended disputation.

Arbitration

Changes to the WIRC Act in 2021 granted WIC powers to arbitrate certain disputes, which means the authority to make binding determinations for disputes about an injured worker's compensation, where that dispute has not been resolved through conciliation.

This provides Victorian workers with an additional alternative pathway to resolution, that is a more informal, affordable and accessible alternative to court.

Since the introduction of Arbitration, there has been a noticeable improvement in resolution rates at conciliation for disputes that are eligible for arbitration, highlighting a broader benefit of arbitration. Another positive development has been the diversity in the type of disputes referred, which continues to broaden (see pages 13 and 14) .

WIC 2023-2027 strategy

WIC's 2023-2027 strategy outlines a range of initiatives the organisation is implementing as a leading provider of ADR, providing fair, accessible and informal services. This is underpinned by four key strategic pillars:

Experience: improve the experience of injured workers and other parties

Service: deliver dispute resolution that is targeted, fair, effective and proactive

People: foster a highly motivated, capable, diverse and engaged workforce

System: provide industry leadership and bring positive behaviour change.

Throughout the year, WIC continued implementing projects and initiatives to deliver on our strategic objectives, including the activities outlined in our Year in Review.

Year in review



14,595

Disputes referred to conciliation

64.3%

Disputes resolved in conciliation



65.8%

Authorised agent resolution rate

48.1%

Self-insurer resolution rate



74

Disputes referred to arbitration

58

Referrals accepted for arbitration



21.4%

Conciliation disputes from **regional Victoria**

71%

User Satisfaction with WIC



People Matter Survey
Engagement Index

59%

2023-24

65%

2024-25



Year in review

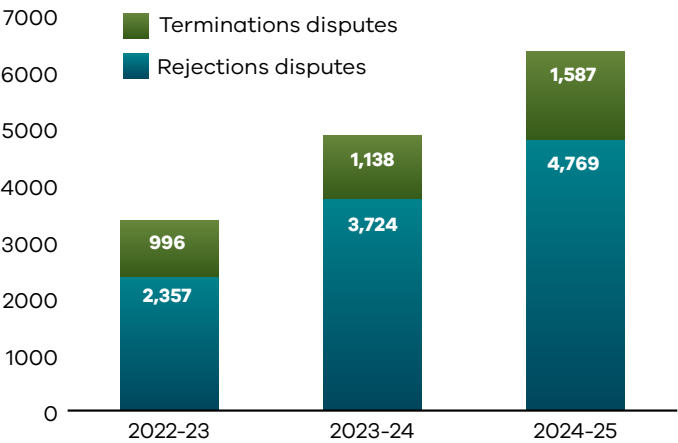
WorkCover scheme reforms

WIC continued to monitor the impact of Scheme Modernisation reforms introduced in March 2024, primarily the changes to eligibility requirements for mental injuries.

Disputes relating to rejected claims rose significantly in 2024-25, rising 58% compared to the prior year. Disputes regarding rejected mental injury claims increased by 40%, following an 86% increase in 2023-24.

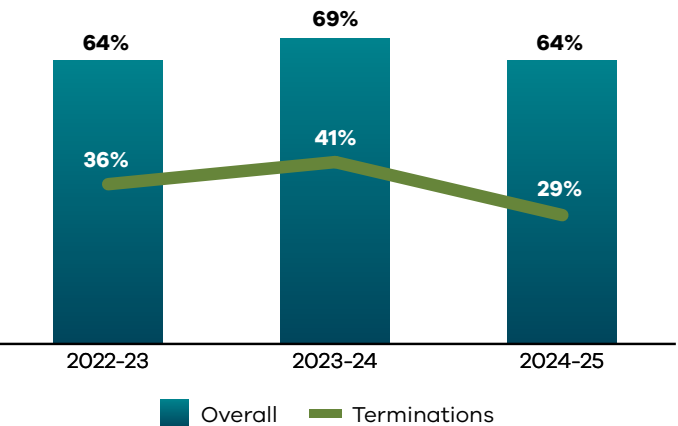
Terminations of weekly payments disputes also rose by 40% year-on-year, while terminations of weekly payments disputes for mental injury claims increased 140% between 2023-24 and 2024-25.

Significant increase in certain types of disputes



There was an equally significant drop in the resolution rate for terminations of weekly payments disputes, reflecting the Scheme Modernisation changes that introduced narrower eligibility requirements.

Overall resolution rate vs Terminations of weekly payments



For 2024-25, there was a pressing need to manage the sustained increase in lodgements, particularly in relation to complex disputes, that began in 2023-24 and continued throughout the current financial year. The rise impacted the amount of time it takes for a dispute lodged with WIC to be scheduled for conference, resulting in an increase in the average timeframe for disputes to be finalised.

Service improvements

During 2024-25, WIC introduced multiple initiatives to meet the rising demand for our services. This included recruiting additional employees, increasing the number of Conciliation Officers, undertaking a number of 'backlog' programs to respond to increasing volumes of disputes and greater collaboration with stakeholders to test different ways of working.

WIC commenced piloting new, more user-friendly approaches to the delivery of conciliation services, as part of a move away from a one-size-fits-all approach to conciliation and towards a more needs-based model. The results were very positive, in terms of delivering faster outcomes for parties and through more informal processes. For example, the disputes resolved through the pilot were finalised within an average of 21.1 days, which represents an 80% reduction, compared to the existing model.

The cumulative impact of the 2024-25 service improvement initiatives saw the time delays stabilise, and the outcomes have informed the design of the more comprehensive changes that will be introduced in the 2025-26 financial year.

Future state

WIC's conciliation service model, and supporting case management system, have been in place for more than 25 years and, in many respects, do not reflect contemporary approaches in alternative dispute resolution, or meet the needs of service users, particularly injured workers.

The current model of service applies a uniform approach based on a series of assumptions: that all disputes need a conciliation conference to be resolved, have the same level of complexity and require the same level of resourcing from all stakeholders. From these assumptions, the historical practice is to allocate a date for a conciliation conference on receipt of a dispute from an injured worker, as the first step in the conciliation process.

As a result, 90% of disputes are currently scheduled for a conference, but over 50% do not result in a conference being held because the dispute is finalised or progressed in some other way before the conference occurs.

Fundamentally, WIC's service model does not provide the flexibility and responsiveness needed to navigate the increasing volume and complexity of disputes.

WIC has commenced a major program of work to design and introduce a new service model to modernise how we resolve workplace injury disputes. The program will introduce flexible conciliation pathways to better meet the needs of injured workers and employers.

WIC knows it is important to introduce the program well and in a timely manner, working collaboratively with employees and stakeholders. These changes need to be balanced with the need to manage business as usual in the context of rising dispute lodgements.

User experience survey

WIC engages an independent, third-party organisation to conduct a comprehensive User Experience Survey (UX Survey) each year. The UX Survey gathers data through online and telephone interviews with participants in the conciliation process, including injured workers, employers, worker representatives, authorised agents and self-insurers.

During the 2024-25 financial year, WIC partnered with a new research organisation – Ipsos – to conduct the UX Survey. This saw a significant expansion of the UX Survey scope, including an updated methodology, additional questions and a larger sample to provide a more complete picture of the experience of users of our service. The supplementary survey questions also produced deeper insights, enabling WIC to more accurately identify specific areas for improvement in the alternative dispute resolution process.

The overall user satisfaction score for WIC's conciliation service for 2024-25 was 71%, which is lower than the long-term trend and can be attributed to a combination of factors. These include changes to the survey methodology, a much larger sample of survey participants, as well as extended timeframes to finalise conciliation outcomes during the year.

It should be noted the satisfaction score with WIC employees, that is Conciliation, Information and Client Services Officers, was 79%. When asked why they had scored these specific areas in this way, respondents cited the professionalism, empathy and support of WIC employees as the primary reasons. Pleasingly, the areas identified for improvement aligned closely with initiatives already underway as part of our program of work (see page 8) and our broader strategic roadmap.

"My experience was great, treated well, kept informed and professional."

"Without it I wouldn't have gotten the surgery I so desperately needed."

"WIC were so supportive and helpful."

"I felt understood and listened to."

"Very efficient and good communication throughout the process."

"Made it a lot easier for me to make decisions."

"A professional and respectful experience."

"WIC gave me the confidence to proceed with my claim."

"Very supportive and knowledgeable team."

"They were very understanding and listened to what I had to say."

"I'd recommend because there is a neutral party present."

"We are lucky in Australia to have such a system."

Quotes taken from Ipsos Australia, independent WIC user experience research conducted May and June 2025.

The WIC workplace

WIC strongly encourages all employees to share their working experience by participating in the People Matter Survey. It is valued feedback that helps to pinpoint what is going well and what needs to be improved.

The reporting period incorporated two People Matter Surveys – 2023-24 and 2024-25. The first survey, conducted in 2024, recorded drops in employee engagement, reduced satisfaction with leadership and increases in reported stress levels. For example, the overall engagement score moved from 67 in 2022-23 to 59 in 2023-24.

It was clear from the results that employees were struggling with the significant increase in workload from higher than anticipated disputes and did not feel the organisation had provided sufficient supports. As a result, WIC worked closely with employees in developing effective responses – see overleaf. We also brought in additional roles and resources, alongside informal culture checks to assess how this work was progressing.

The results of the second People Matter Survey, conducted in 2025, indicate a positive response to these initiatives. The results indicate the investment WIC has made in culture over the past 12 months is having a positive impact on employee engagement (see overleaf for more on how WIC invested in our culture during the year). The response rate for 2025 was a record high of 88% (139 employees responded), and the engagement index increased from 59 to 65.



91% agree they understand how their job helps achieve organisational goals
(2023: 91%)



89% feel they achieve something important through their work
(2023: 93%)



87% agree they make a worthwhile contribution at work
(2023: 98%)



88% say they can use their skills and knowledge in their role
(2023: 94%)



82% say they get a sense of accomplishment from work
(2023: 85%)



68% believe WIC puts a high priority on learning and development
(2023: 77%)

Investing in culture at WIC

Employee engagement is critical to the success of our work. Following the 2024 People Matter Survey, WIC launched a consultative process to gain a better understanding of our culture and create the conditions for a more constructive, engaging and purpose-driven workplace.

This work has been driven by the Executive Leadership Team and incorporates input from employees across the organisation. At the core of the response is the Culture Roadmap; a practical plan, developed in collaboration with employees and designed to raise the culture in service of WIC's people, strategy and purpose.

A collaborative, insight-led approach

Our Culture Roadmap is the product of extensive employee consultation. It reflects feedback gathered from:

- 20+ organisation-wide Results Sharing and Insights Sessions
- Targeted meetings with employees and leaders
- Organisational surveys (People Matter, Human Synergistics Organisational Cultural Inventory and internal Culture Gauge Survey)
- Drop-in feedback sessions and team-level discussions.

The Culture Roadmap outlines four key focus areas based on the feedback provided by employees across our organisation:

1. **How we connect to our strength of purpose**
2. **How we communicate and make decisions**
3. **How we lead and develop ourselves and each other**
4. **How we change and respond to the needs of injured workers and other parties**

These focus areas are supported by a strategic framework outlining desired outcomes and clear, practical actions. The Culture Roadmap was developed in partnership with an internal and diverse group of employees that formed the Culture Roadmap Working Group (CRWG), comprising representatives from each WIC business unit.

Actions delivered to date

WIC has already begun embedding change through practical actions aligned with each focus area:

How we connect to our strength of purpose

- Established the CRWG
- Updated reward and recognition practices
- Reviewed office seating arrangements to better support connection and collaboration.

How we communicate and make decisions

- Enhanced communication channels
- Strengthened key message sharing from Executive meetings
- Strengthened leadership visibility through team visits.

How we lead and develop ourselves and each other

- Commenced a cultural leadership development program for Executive leaders and the WIC Board
- Delivered a targeted culture development session for all other leaders
- Introduced shared tools like the 'above the line/below the line' model
- Refined induction processes and explored team learning needs.

How we change and respond to the needs of injured workers and other parties

- Provided targeted updates to operational employees regarding upcoming changes and opportunities
- Established a Program Showcase Room to communicate progress on important change initiatives.

Looking ahead

Our Culture Roadmap outlines a number of actions that will be delivered over the next 2 years to build a more supportive and constructive culture, in response to WIC employee feedback.

This demonstrates WIC's commitment to act on feedback and create a culture that supports employees to thrive – so they, in turn, can support injured workers and other parties.

We are very pleased with the improvements in the People Matter Survey results for 2025 and consider this a strong indicator that our culture work is having a positive impact on how our employees experience the workplace.

Service delivery

Conciliation

WIC received 14,595 new requests for conciliation during the 12 months to 30 June 2025, up 18.7% on the previous year. Finalised matters—that is, disputes for which WIC was able to deliver an outcome during the year—saw an annual increase of 24.2% to 12,947. This was in line with the increased demand during the year.

	2022-23	2023-24	2024-25
New requests	10,190	12,298	14,595
Re-opened matters ¹	207	313	416
Finalised ²	11,345	10,427	12,947
Cases in progress ³	2,772	4,666	6,093

WIC worked closely with dispute parties in 2024-25 to identify dispute types more likely to be resolved without a conference. This approach, combined with increased resources, early engagement and improved information gathering, enabled WIC to increase the number of finalised disputes during the year.

Disputes related to Medical and like expenses continued to account for the majority of lodgements. The proportion of disputes related to rejected claims edged slightly higher, which is likely a result of the changes introduced under the Scheme Modernisation in 2024.

New conciliation lodgements

Lodgement type	2022-23		2023-24		2024-25	
	No.	% of total	No.	% of total	No.	% of total
Medical and like expenses	3,960	38.86%	4,364	35.49%	5,039	34.53%
Payment of weekly payments	818	8.03%	920	7.48%	907	6.21%
Rejection of claim	2,357	23.13%	3,724	30.28%	4,769	32.68%
Terminations at 130 weeks of compensation	996	9.77%	1,138	9.25%	1,587	10.87%
Other terminations	630	6.18%	631	5.13%	815	5.58%
Permanent impairment	712	6.99%	825	6.71%	852	5.84%
Other ⁴	717	7.04%	696	5.66%	626	4.29%
Total	10,190	100%	12,298	100%	14,595	100%

Conciliation outcomes

	2022-23		2023-24		2024-25	
	No.	% of total completed	No.	% of total completed	No.	% of total completed
Resolved	5,610	58.21%	6,351	60.91%	7,263	56.10%
Withdrawn	561	5.82%	629	6.03%	963	7.44%
Direction issued	4	0.04%	4	0.04%	1	0.01%
Unresolved	3,090	32.06%	3,121	29.93%	4,568	35.28%
Direct to court proceedings	372	3.86%	322	3.09%	152	1.17%
Total completed	9,637	100%	10,427	100%	12,947	100%

¹ Re-opened matters do not include files suspended while awaiting a Medical Panel outcome.

² Previously 'Disposals', includes resolved and unresolved disputes.

³ Newly received, currently scheduled or final-stage disputes.

⁴ A variety of different disputes including return to work issues, calculation of pre-injury average weekly earnings, provision of certificates of capacity.

Disputes referred to Medical Panels

Disputes are referred to Medical Panels for a final and binding determination on disputed medical questions. The annual rise in lodged disputes, alongside WIC's increased internal capacity, contributed to a higher number of medical panel referrals.

2022-23	2023-24	2024-25
1,046	983	1,422

Late or out-of-time applications for conciliation

If the application for conciliation is lodged outside the statutory 60-day time period for lodging disputes, a request to allow the late or out-of-time application is referred for a decision on acceptance. The higher volume of late or out-of-time applications reflects the overall rise in lodged disputes during the year.

2022-23		2023-24		2024-25	
Late lodgements		Late lodgements		Late lodgements	
Requests	Allowed	Requests	Allowed	Requests	Allowed
1,363	1,363	1,485	1,483	2,007	2,007

Pathways to dispute resolution

WIC continued to provide diverse conciliation options for injured workers and other parties to resolve workplace injury disputes during the year. Almost 1,000 disputes were conciliated via video conference, and 1,399 disputes were conciliated through teleconference. Our Early Resolution Process (ERP), which focuses on the need for authorised agents or self-insurers to respond to requests for treatment or payment of expenses by injured workers, handled 1,817 matters during the year. This accounted for 12.5% of all disputes and, of these, 1,590 (81.9%) were finalised. Regional Victoria accounted for 21.4% of disputes during the year, which is similar to the proportion over the past 3 years.

Arbitration

Arbitration is available for disputes involving weekly payments, medical and like expenses, interest or superannuation where a worker was injured on or after 1 September 2022. To be eligible for arbitration, disputes must be unresolved following conciliation and have been issued with a Genuine Dispute Outcome Certificate. Arbitration determinations are final and binding on the parties with a right of appeal to the Supreme Court of Victoria.

WIC's Arbitration process is free for injured workers and takes a maximum of 104 days (subject to adjournments) for finalisation, so this service is seen by workers as a fair, economical, informal and quick option to resolve their dispute. This experience aligns with our Arbitration obligations under the WIRC Act.

The Arbitration team continues to refine the service as it matures. Feedback and knowledge from partners in the workplace injury ecosystem has helped the introduction of service improvements to the Arbitration process, enabling WIC to better assist injured workers and other parties.

Demand for Arbitration services also increased during the 12 months ended 30 June 2025, with the number of disputes referred for Arbitration rising 37% year-on-year.

Determinations also rose sharply, which was expected following the rise in referrals. Determinations for the year totalled 31, significantly up on the previous year's total of 8. We also received the first referrals to determine arbitration costs and disputes related to workers seeking clarity as to which legislation applies to their claim. In another first for the Arbitration service, the team referred questions to the Medical Panel. To support the team to meet this rising demand, WIC employed an additional full-time Arbitration Officer during the year.

Dispute type for accepted arbitration referrals	2022-23 ¹	2023-24	2024-25
Rejections	4	18	31
PIAWE*	1	12	7
Medical	0	3	10
Other	0	3	10
Total	5	36	58

* Pre-injury average weekly earnings

WIC's Arbitration team prioritised educating internal and external stakeholders during the year, sharing information, conducting workshops and training, and inviting feedback with the aim of familiarising participants with the process, stages, benefits and overall aims of the service. As WIC's key external stakeholders engaged more frequently with the Arbitration team, awareness of the service as an option for alternative dispute resolution rose during 2024-25, resulting in more confidence in the process and its ability to deliver dispute resolution for injured workers and other parties.

We expect current demand for Arbitration services to continue well into the 2025-26 financial year. In 2026-27 we will monitor referrals as the impact of Scheme Modernisation legislation becomes clearer.

Determinations are published on the [WIC website](#) (de-identified) and the legal website [AustLII](#). Dismissals or referrals for further conciliation, most of which occurred where parties resolved the dispute prior to the further

¹ This data is for the partial financial year from 1 September 2022 to 30 June 2023.



Arbitration hearing, indicate participants are seeking to fully engage with the process and the design is meeting the legislative intent of providing an additional pathway to resolution.

Arbitration statistics

Dispute type	2022-23	2023-24 ¹	2024-25
Disputes referred for arbitration	10	54	74
Number of referrals accepted for arbitration	5	36	58 ²
Number of referrals declined for arbitration ²	5	12	17
Late lodgements	2	3	15
Number of hearings held	2	28	76
Dismissals ³	–	13	14
Extension of time applications	–	4	11
Referred for further conciliation	–	2	13
Determination Certificates issued	–	8	31
Costs decision issued	–	–	1
Matters referred to Medical Panels	–	0	2

"Everything was explained to me from the beginning. I felt well-respected and listened to. The people involved felt very professional and knowledgeable."

"I don't think it would have been resolved without arbitration. The actual [arbitration] process was quite speedy... quite a quick timeframe."

*"[Arbitration is] a process you can go down and have an outcome. I want to make sure if other people were in my situation they also get a fair go in there too."**

* Ipsos Australia, independent WIC user experience research conducted June 2025

1 2023-24 figures revised to account for referrals lodged within the financial year that were not processed at the time the 2023-24 annual report was published.
2 Includes disputes that were lodged in the prior financial year and accepted in 2024-25.
3 Includes pending Extension of time (EOT) applications and EOT applications closed during 2024-25.



Workforce information

The following table discloses the head count and full-time employees equivalent (FTE) of all WIC employees (including those on extended leave), employed in the last full pay period in June of the current reporting period, and in the last full pay period in June of the previous reporting period (2024).

The increase in staffing levels is due to additional Conciliation Officers and support roles to manage an increase in conciliation lodgements, and project roles to support the delivery of strategic initiatives.

	As at 30 June 2024	As at 30 June 2025
Position	All employees	All employees
Full time	107	142
Part time	25	20
Casual	0	0
Headcount	132	162
FTE	125	157

	As at 30 June 2024	As at 30 June 2025
Gender	All employees	All employees
Women	100	113
Men	31	47
SDG*	1	2
Total	132	162

*Self-described gender

The following table provides details of executives employed by WIC during 2023-24 and 2024-25.

Classification ¹	All	Women	Men	Self-described
2023-24				
PESES 3*	0	0	0	0
PESES 2	2	1	1	0
PESES 1	5	3	2	0
Total	7	4	3	0
2024-25				
PESES 3	0	0	0	0
PESES 2	3	2	1	0
PESES 1	5	3	2	0
Total	8	5	3	0

*Public Entity Senior Executive Service

The following table provides a reconciliation between the number of executives disclosed in the table above and note 12 of the financial statements.

	2024-25
Executive (financial statements note 12)	7.0
Accountable Officer (CEO)	1.0
Separations during the year	(2.0)
Total	6.0

The following table provides a listing of executive salary by \$20,000 bands for the year for executives² employed in the last full pay period in June 2025.

Income band salary	No of Executives
\$230,000 – \$249,999	1
\$250,000 – \$269,999	4
\$280,000 – \$299,999	0
\$310,000 – \$329,999	1
Total	6

Health, wellbeing and safety

WIC is committed to protecting and enhancing the health, safety and wellbeing of employees, contractors, service users, stakeholders and visitors. It achieves this through the development and support of a culture that prioritises wellbeing, health and safety.

WIC's Occupational Health and Safety Management system has improved its capability with the launch of the Health, Safety and Wellbeing Plan 2025-2027 and the Psychosocial Risk Framework. This will ensure a steady program of work to further build capability over the coming year that includes training, the development of resources such as policy, procedure and guidance, and more.

WIC's Safety, Health and Environment Committee (SHEC) consists of health and safety representatives who are elected from designated work groups in accordance with the *Health and Safety Act 2004* (Vic) and WIC management representatives. SHEC facilitates collaborative engagement between management and employees in developing and carrying out initiatives.

Workplace incidents

Type	2023-24	2024-25
Hazard/Near Miss	15	6
Incident	25	22
Injury/Illness	5	10

¹ The classification of executives is based on the equivalent of State Executive Service (SES) bands.

² The remuneration of the Accountable Officer (CEO) is disclosed as part of the responsible persons remuneration in note 12 of the financial statements.

In response to fewer incident reports being lodged in 2024-25, WIC is actively encouraging reporting through various OHS forums with strong support from health and safety representatives and people leaders. We are also looking at ways in which to reduce barriers to reporting.

The majority (22) of reports were related to physical matters such as asset or building damage, with 16 of the reports accounting for psychosocial matters including exposure to violence and aggression, vicarious trauma, or high job demands.

Gender Equality Act

Victoria's *Gender Equality Act 2020* (Vic) requires public sector organisations to take positive action towards achieving workplace gender equality, and to consider and promote gender equality in their policies, programs and services.

Our Gender Equality Action Plan (GEAP) 2022-2025 was approved by the Commission for Gender Equality in the Public Sector and is published on their Insights Portal.

Progress towards our GEAP commitments continues. In its final year of operation, 14 out of the 23 actions have been completed, 8 are still in progress and 1 has not yet commenced. Many of the actioned commitments will continue to remain 'in-progress' for the lifetime of the GEAP, as the measures require progressive year-on-year improvements.

'Belonging' – WIC's diversity and inclusion program, has established a framework for the consideration of intersectional impacts on gender equality and draws focus to the GEAP actions and commitments.

Disability Act

The *Disability Act 2006* (Vic) reaffirms and strengthens the rights of people with a disability and recognises that this requires support across the government sector and within the community. The Disability Act requires public sector bodies to prepare a disability action plan that describes how we will address access and inclusion barriers for service users and employees with a disability.

WIC launched our first Accessibility Action Plan in July 2024. Opting to use the term accessibility rather than disability to reflect our organisation's strengths-based perspective, WIC's Accessibility Action Plan 2024-2026 has been co-designed with employees with lived or living experience of disability, and those who care for people with disability.

Aligning with our Belonging framework, the plan focuses on enhancing our understanding, then taking action to enable us to demonstrate belonging. The aim is to continue building an accessible service experience for our employees, injured workers and other parties.

Key areas of focus for the first year of the plan included education opportunities via new e-Learning modules, building awareness of accessibility tools to produce inclusive communications and presentations, and improvements to our approach to talent management with the introduction of new resources to support inclusive hiring practices.

WIC Board

The WIC Board reports to the Minister for WorkSafe and the TAC. Its 7 Directors are appointed by the Minister for WorkSafe and the TAC. The Board is tasked with providing WIC with strategic guidance so that risks can be effectively and appropriately assessed and managed.

The Chair leads the Board, ensures that Directors are comprehensively briefed on all matters pertinent to their role and responsibilities, and facilitates Board discussions. The Chair also manages the Board's relationship with senior executives within WIC. Directors must advise the Board of any potential conflict of interest with WIC, and the Board has clear procedures for disclosing possible conflicts of this nature. If the Board believes a significant conflict exists, the Director concerned will not receive the relevant Board papers, nor will they attend any meeting where the matter is discussed.

The Board has committees to help perform its duties effectively and discharge its responsibilities. Each committee has its own written charter outlining roles, responsibilities, composition, structure, membership requirements and how the committee operates. During the year, standing committees were: Risk, Audit and Finance; and People, Culture and Engagement.

The Risk, Audit and Finance Committee supports the Board with its accounting, auditing, compliance, risk and financial reporting obligations. This includes oversight of WIC's financial reporting and financial statements, compliance with the *Financial Management Act 1994* and Standing Directions of the Minister for Finance, the effectiveness of WIC's risk management and internal controls, and the appointment of auditors and their performance.

The People, Culture and Engagement Committee helps the Board and senior management with remuneration, organisational culture, employee capability, diversity and inclusion, OH&S, and people and culture related policies. This includes reviewing organisational policies and undertaking any other activities that are consistent with the Committee's Charter and that the Board considers appropriate.

Board Directors

Meriel O'Sullivan

Board Chair: 1 May 2018

Appointed: 11 October 2017

Meriel O'Sullivan is an experienced leadership consultant and Director of Redd Consultancy which specialises in people, culture, change and the resolution of workplace conflict. Meriel has over 25 years' experience in HR and employee relations, working across private, public and not-for-profit sectors.

Meriel holds a Masters of Dispute Resolution, is an Executive Coach and a Nationally Accredited Mediator.

Tali Bernard

Deputy Board Chair: 1 May 2018

Appointed: 11 October 2017

Tali Bernard has more than 20 years' experience in family law and personal injury litigation. She has a Bachelor of Laws and a Bachelor of Arts and has been admitted as a Barrister and Solicitor in the Supreme Court of Victoria and High Court of Australia.

Tali is a Fellow of the Australian Institute of Company Directors and has 20 years' experience as a Board Member in the not-for-profit and public sectors.

Tali is a director of Melbourne Polytechnic. Tali is a Nationally Accredited Mediator and a professional member of the Resolution Institute.

Helga Svendsen OAM

Board Member

Appointed: 12 August 2019

Helga Svendsen is a consultant, coach and facilitator specialising in leadership, strategy and planning, governance and stakeholder engagement. Helga has extensive experience in leadership and board roles in government, not-for-profit and membership organisations.

Helga is the Chair of the Victorian Asbestos Eradication Agency and a former board member of the Royal Women's Hospital. She holds a Bachelor of Arts/Laws from Monash University and is a Barrister and Solicitor of the Supreme Court of Victoria. Helga is a Fellow of the Australian Institute of Company Directors and the Williamson Community Leadership Program.

Professor John Howe

Board Member

Appointed: 27 January 2021

Professor John Howe is Associate Dean (Research) and a member of the Centre for Employment and Labour Relations Law at the Melbourne Law School. His research interests include labour market policy and regulation, regulatory design and social procurement.

John has previously held leadership roles as Director of the Melbourne School of Government, Deputy Dean of the Melbourne Law School, Secretary of the Australian

Labour Law Association, and Chair of the International Labour Law Research Network. He holds a PhD in Law from the University of Melbourne and is a Graduate of the Australian Institute of Company Directors.

Paul Dulfer

Board Member

Appointed: 10 April 2024

Paul Dulfer has an extensive career as an IT and business executive, with 20 years' experience in the Victorian Public Sector, previously holding Chief Information Officer and Chief Technology Officer roles at Victorian Managed Insurance Authority, the State Revenue Office and Triple Zero Victoria.

With a background in software development, he has also worked as a consultant in London, following a previous career as a professional musician playing the cello in both London and Melbourne. Paul holds a Bachelor of Arts from the University of Melbourne and is a Graduate of the Australian Institute of Company Directors.

Professor Sarah Anderson

Board Member

Appointed: 10 April 2024

Dr Sarah Anderson is Director of the Institute for Safety, Compensation and Recovery Research and Professor of Workplace Health, Safety and Wellbeing, with over 20 years' experience across academia, policy, and the disability and healthcare sectors. Drawing on her background as an allied health clinician and her lived experience of workplace injury, Sarah is a passionate advocate for diversity and inclusion, leading initiatives that translate research into real-world improvements for workers and organisations.

Sarah is a Churchill Fellow, Graduate of the Australian Institute of Company Directors, and Williamson Community Leadership Program Alumni. Sarah also serves on the boards of Scope Australia, and Disability Sport and Recreation.

Vinay Mahajan

Board Member

Appointed: 10 April 2024

Tenure ceased: 29 May 2025

Vinay Mahajan is a Partner at PwC Australia and initially joined as an Observer to the Board in 2022 and was appointed as a Director in 2024.

Vinay has over 16 years' experience working in Australia and the United States, where he has been responsible for leading global audit teams on some of PwC's largest clients, bringing the best of the firm's people and expertise. Vinay holds a Bachelor of Commerce from the University of Melbourne, and is a member of the Institute of Chartered Accountants in Australia.

Board and Committee Meetings

Director	Board Meetings	Risk, Audit and Finance Committee Meetings	People, Culture and Environment Committee Meetings
Meriel O'Sullivan Chair	5/5	2/4	3/3
Tali Bernard Deputy Chair, Chair People, Culture and Engagement Committee	4/5	N/A	3/3
Helga Svendsen	5/5	N/A	3/3
John Howe Chair Risk, Audit and Finance Committee	5/5	4/4	N/A
Paul Dulfer	5/5	4/4	N/A
Sarah Anderson	4/5	N/A	3/3
Vinay Mahajan¹	5/5	4/4	N/A

1. Vinay Mahajan's directorship tenure ceased on 29 May 2025.

The Observership Program

The Observership Program facilitates the involvement of young, talented individuals in a structured experience on non-profit and/or government boards. Each Observer is paired with an organisation for a 12-month period. During that time, Observers attend all Board and/or committee meetings as non-voting members and learn about fundamental principles and functions of not-for-profit boards, the role of board members, fiscal processes and other governance priorities.

Nusy Magdalena was appointed as an Observer in December 2023. Nusy is an MBA-qualified investment leader with more than 13 years' experience in the government, telecommunications, consulting and financial sectors. Nusy is currently Business Manager, ANZ.

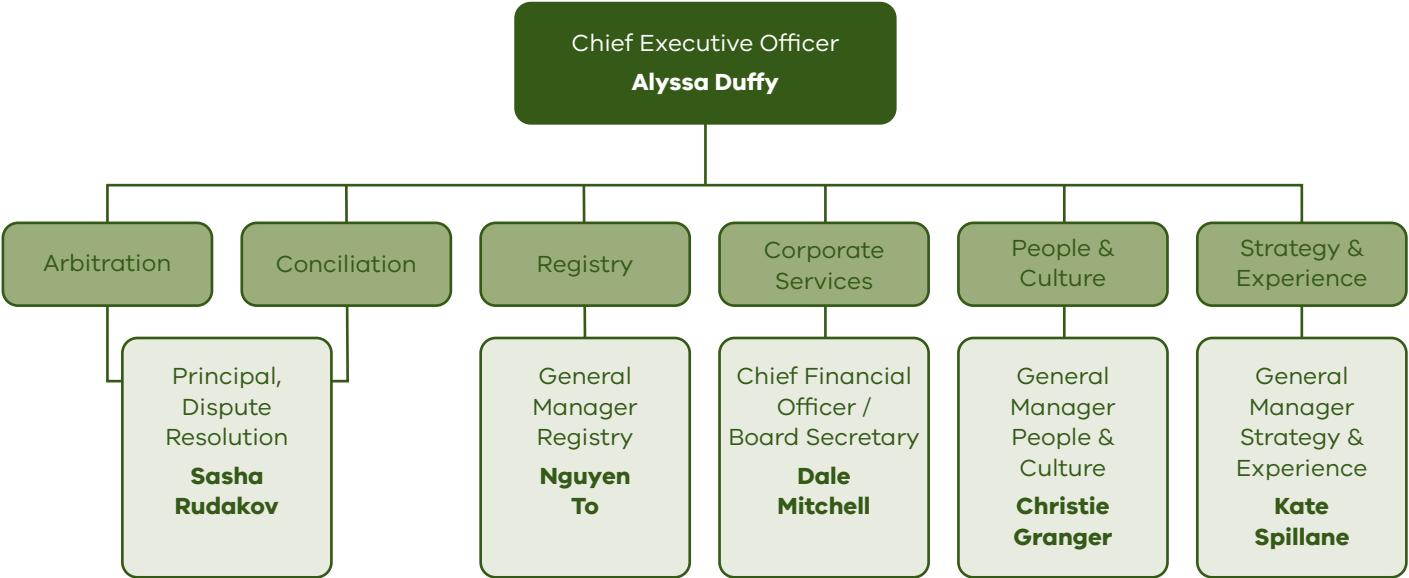
Rehabilitation and Compensation Act 2013 (Vic) and follow the Ministerial Guidelines in respect of Conciliation 2022 and Ministerial Guidelines in respect of Arbitration 2022.

The Chief Executive Officer implements the WIC Strategic Plan and is accountable to the WIC Board for expenditure, operations and administration in accordance with WIC's strategy, policies and legal requirements. The Chief Executive Officer's authority to act, and that of the Executive Team, is described in a formal instrument of delegated authority approved by the Board.

Executive Officers

The powers and duties of the Chief Executive Officer are exercised according to the *Workplace Injury*

The Executive Leadership Team is outlined in the organisation chart below as at June 2025:



Alyssa Duffy

Chief Executive Officer

Appointed: 1 January 2021

Alyssa was appointed to the role of Chief Executive Officer in January 2021 to lead WIC at an exciting time of change and opportunity.

She commenced with the organisation in 2010 as a Conciliation Officer and was promoted to the role of Deputy Senior Conciliation Officer in 2018. Alyssa is a nationally accredited mediator, conciliator, a qualified lawyer and holds a professional certificate in arbitration. She has a long-standing interest in workers compensation, alternative dispute resolution and supporting access to justice.

Alyssa commenced her career as a lawyer and has held positions at Slater & Gordon Solicitors as a personal injury lawyer, and at WorkSafe Victoria as Legal Counsel, before joining the Accident Compensation Act Review and working in legislative reform and implementation.

Christie Granger

General Manager, People and Culture

Appointed: 24 May 2024

Christie joined WIC in 2020 and was appointed to the role of General Manager People and Culture in May 2024. Christie brings over 15 years of industry and consulting experience in organisational development, learning and leadership, transformation, strategy and culture. She has worked across a variety of sectors including government, health, retail, professional services, tertiary and not-for-profit.

Christie holds a Masters of Business Administration, Graduate Certificate of HR Management and a Bachelor of Science (Psychology).

Dale Mitchell

Chief Financial Officer/Board Secretary

Appointed: 25 March 2019

Dale joined WIC in March 2019. He holds both public and private experience, having held executive management positions within a number of Victorian public sector agencies.

Dale is a Certified Practicing Accountant and has a strong understanding of the Victorian governance and financial management framework. Dale is a Graduate of the Australian Institute of Company Directors.

Kate Spillane

General Manager, Strategy and Experience

Appointed: 16 April 2018

Kate joined WIC having held the role of Principal Registrar of the County Court of Victoria, bringing with her over 20 years' experience working in courts across multiple jurisdictions in the Victorian justice system. She holds a diploma in Government Court Services from Victoria University and is a Leadership Victoria alumnus, having graduated the Folio Leadership Program.

A purpose-driven and values-based change leader, Kate holds a deep commitment to customer-centric service delivery.

Nguyen To

General Manager, Registry

Appointed: 31 October 2022

Nguyen joined WIC in 2022, bringing over 20 years' experience in the personal injury industry. He previously worked in multiple senior roles in operational and strategic claims management with Gallagher Bassett, DXC and Suncorp.

Nguyen holds a Diploma in Personal Injury Management and has a passion for inspiring and empowering others to achieve excellence through effective operational business planning.

Sasha Rudakov

Principal, Dispute Resolution

Appointed: 19 August 2024

Sasha was appointed to the role of Principal Dispute Resolution in 2024. She brings 20 years of experience in alternative dispute resolution, having worked at the Telecommunications Industry Ombudsman, the Victorian Ombudsman, and most recently at the Victorian Civil and Administrative Tribunal (VCAT).

Sasha was admitted to Legal Practice in 2008. She holds a Bachelor of Arts, Bachelor of Laws and a Post Graduate Diploma in Legal Practice as well as a Certificate IV in Government (Investigation) and a Diploma of Government (Investigation).

Financial performance

Financial performance against budget objectives

The following is a summary of the budget and actual results for 2024-25:

Operating statement	Budget (\$'000)	Actual (\$'000)
Income		
Funding received from WorkSafe	38,931	32,571
Interest and Other Income	708	908
Total Income	39,639	33,479
Operating expenses	(40,774)	(34,543)
Operating surplus/(deficit)	(1,135)	(1,064)
Capital expenditure	0	0

WIC receives funding from the Victorian WorkCover Authority (trading as WorkSafe Victoria) in accordance with section 535 of the *Workplace Injury Rehabilitation and Compensation Act 2013*, based on the 2024-25 budget approved by the Minister for WorkSafe and the TAC, and a funding model stipulated in the WorkSafe and WIC Shared Services Agreement.

The approved budget funding for the financial year was \$38.9 million. This covers WIC's operations for providing arbitration and conciliation services and projects and initiatives to support WIC's strategic plan.

The actual total funding recorded in the financial statements was \$32.5 million. As part of the WorkSafe and WIC Shared Services Agreement, WIC is obligated to return any unspent funding and other adjustments to WorkSafe, unless there is specific approval to carry forward the funds into the next financial year. The funding budget was \$6.4 million higher than requirements, with the unspent funding recorded as funding received in advance as at June 2025, which is to be repaid. The lower than anticipated funding requirement is due mostly to an underspend of expenses by \$6.3 million and a combined \$0.2 million of additional bank interest and other income being generated.

Operating expenses were \$34.5 million, which was \$6.2 million lower than budget. The main reasons for the underspend were: a higher number of employee vacancies during the early part of the year, which were subsequently recruited; delays with deferral of various strategic initiatives to focus on managing a significant increase in applications for conciliation; and a delay with the proposed implementation of a new arbitration and conciliation management system. Consequently, the budgeted implementation costs and operational costs were not incurred.

WIC does not receive cash flow funding for non-cash items such as depreciation/amortisation, which is the main reason for WIC budgeting and incurring an operating deficit of \$1.1 million and \$1.0 million.

Financial performance and position

A summary of WIC's financial performance is outlined in the following table:

Operating statement	2024-25 (\$000)	2023-24 (\$000)	2022-23 (\$000)	2021-22 (\$000)	2020-21 (\$000)
Income	33,479	28,683	31,652	26,901	18,105
Operating expenses	(34,615)	(29,968)	(28,394)	(26,009)	(18,252)
Net result before other economic flows	(1,136)	(1,285)	3,258	892	(147)
Other economic flows	72	(48)	111	217	147
Net operating surplus/(deficit)	(1,064)	(1,333)	3,369	1,109	0

As part of the WorkSafe and WIC Shared Services Agreement (the Agreement), WIC is obligated to return any unspent funding to WorkSafe, based on the funding model in the Agreement. Historically the funding model only considered operating expenses, consequently prior to 2021-22, this explained why WIC reported a nil operating result. From 2021-22 the funding model has been revised to include capital expenditure and excluding funding of non-cash transactions such as depreciation and amorisation. This change has resulted in WIC incurring either an operating surplus or deficit.

The increase in revenue and expenditure in the past four financial years is substantially reflective of funding received to initially establish an arbitration function. This included the design and development of the service, the office fit-out and identification of requirements for an arbitration case management system. In addition, there was employment of the arbitration roles required to deliver legislative reform to the *WIRC Act*, with effect from 1 September 2022, plus further costs to operationalise the service. Additionally, in the past two years there has been a significant increase in applications for conciliation which, in part, has required employment of additional roles to service the extra demand for services.

A summary of WIC's financial position is outlined in the following table:

Balance sheet	June 2025 (\$000)	June 2024 (\$000)	June 2023 (\$000)	June 2022 (\$000)	June 2021 (\$000)
Bank	11,450	5,966	11,232	12,865	6,290
Receivables	346	545	1,865	2,772	303
Other assets	431	408	409	211	485
Right-of-use assets	15,690	18,110	20,435	22,843	9,203
Property plant and equipment	3,755	4,436	5,117	1,115	0
Total assets	31,672	29,465	39,058	39,807	16,281
Payables	(818)	(595)	(383)	(2,032)	(439)
Income received in advance	(6,360)	(1,682)	(8,100)	(8,867)	(2,833)
Employee related provisions	(3,451)	(3,116)	(3,384)	(3,494)	(3,239)
Lease liabilities	(18,962)	(20,927)	(22,648)	(24,305)	(9,770)
Total liabilities	(29,591)	(26,320)	(34,580)	(38,698)	(16,281)
Equity	2,081	3,145	4,367	1,109	0

The cash balance is \$11.5 million, although WIC is obligated to return to WorkSafe any unspent funding (\$6.3 million), resultantly the cash balance is, in substance, \$5.1 million once this obligation is taken into consideration.

Receivables of \$0.3 million, is due to timing of receipt of an insurance settlement and GST receivable.

Property, plant and equipment (\$3.8 million) relates to the lease hold improvements, office and computing equipment acquired over the past two financial years for the fit-out required to provide the new Arbitration service from September 2022.

Right-of-use assets (\$15.7 million) and lease liabilities (\$19.0 million) relates nearly exclusively to the lease of office accommodation of WIC’s principal place of operation, 215 Spring Street, Melbourne. In 2021-22, WIC entered into an extension to our existing lease and a new lease for additional floor space (in the same building) to support implementation of the new Arbitration service. Consequently, both these balances increased substantially in that year.

Unearned income (\$6.4 million) is attributed to the requirement to return to WorkSafe any unspent budget funding as at June each year.

Information and communication technology expenditure

In 2024-25, WIC had total information and communication technology (ICT) expenditure as outlined in the following table:

Business as usual ICT expenditure (\$000)	Non-business as usual ICT expenditure (\$000)	(Total = operational expenditure and capital expenditure) (\$000)	Operational expenditure (\$000)	Capital expenditure (\$000)
2,424	1,220	3,644	3,644	–

WIC, in conjunction with WorkSafe, is implementing a new conciliation and arbitration management system. Certain design and development costs were incurred during the year with additional expenditure planned for future years.

Subsequent events

There were no events subsequent to balance date that require disclosure in the Annual Report.

Advertising expenditure

WIC did not expend any monies on government advertising during 2024-25.

Expenditure on consultants

Expenditure on consultants greater than \$10,000 (ex GST) during the financial year is as follows:

Consultant	Consultancy description	Start date	End date	Expenditure 2024-25 (\$000)	Expenditure in future reporting periods (\$000)	Total approved commitment (\$000)
Allegra Consulting Group Pty Ltd	Advice regarding organisational design to support implementation of a new service model for the provision of conciliation services.	4/3/2025	30/6/2025	30	–	30
ArcBlue Consulting (Aus) Pty Ltd	Procurement advice to support procurement for a new case management system.	28/2/2024	30/6/2025	38	–	38
Bevington Consulting Pty Ltd trading as Bevington Group	Service design consulting services.	26/6/2024	30/9/2024	90	–	90
Data Agility Pty Ltd	Development of IT and Data Strategy, Data Governance Framework and Data Model and associated services.	24/5/2024	27/6/2025	193	–	193
Dench McClean Carlson Pty Ltd	Probity services overseeing the procurement process for the case management system.	17/5/2024	30/6/2025	27	–	27
KPMG	Services to develop financial framework and model for conciliation services and project budget and forecasting model.	17/5/2024	28/2/2025	52	–	52
Wholehearted Life Pty Ltd	Services supporting development and implementation of organisational culture roadmap.	15/7/2024	31/12/2025	64	8	72
The trustee for Workforce Advantage Trust trading as Workforce Advantage Pty Ltd	Provision of services for enterprise agreement negotiation and support.	12/8/2024	30/7/2026	92	8	100
The Trustee For The Scaffidi Hugh-Jones Trust Trading as Senate SHJ	Develop change management strategy for implementation of new service model and organisational design for the provision of conciliation services.	19/3/2025	9/5/2025	60	–	60
IPSOS PTY LTD	Undertaking survey and research for user experience of WIC's conciliation and arbitration services .	16/4/2025	30/9/2025	25	222	281
Votar Partners Pty Ltd	Development of business classification system.	23/4/2025	30/6/2025	30	–	30
Total				700	238	971

For the financial year ended 30 June 2025, WIC engaged no firms where the total fee payable to the firm was less than \$10,000 (ex GST) with total expenditure for the year being \$0.

Compliance statements

Financial Management Compliance Attestation Statement

I, Meriel O'Sullivan, on behalf of the Board, certify that the Workplace Injury Commission has complied with the applicable Standing Directions of the Minister for Finance under the Financial Management Act 1994 and Instructions for the year ended 30 June 2025.



Meriel O'Sullivan
Board Chair

Date signed: 27 August 2025

Freedom of Information Act 1982

The *Freedom of Information Act 1982* (the Act) allows the public a right of access to documents held by WIC. The purpose of the Act is to extend as far as possible the right of the community to access information held by government departments, local councils, Ministers and other bodies subject to the Act.

An applicant has a right to apply for access to documents held by WIC. This comprises documents either created by WIC or supplied to WIC by an external organisation or individual, and may also include maps, films, microfiche, photographs, computer printouts, computer discs, tape recordings and videotapes.

The Act allows WIC to refuse access, either fully or partially, to certain documents or information. Examples of documents that may not be accessed include Cabinet documents; some internal working documents; law enforcement documents; documents covered by legal professional privilege, such as legal advice; personal information about other people; and information provided to WIC in confidence.

If an applicant is not satisfied by a decision made by WIC, under section 49A of the Act, they have the right to seek a review by the Office of the Victorian Information Commissioner (OVIC) within 28 days of receiving a decision letter.

Making a request

Access to documents can be requested by making a written request to WIC.

When making a Freedom of Information (FOI) request, applicants should ensure requests are in writing, and clearly identify the types of material/documents being sought, including a conciliation case file number if relevant. An application fee applies and must be provided with the request. Access charges may also be payable if the document pool is large, and the search for material is time-consuming.

Further information regarding the operation and scope of FOI can be obtained from the Act, regulations made under the Act, and [foi.vic.gov.au](https://www.foi.vic.gov.au).

Requests for documents in the possession of WIC should be addressed to:

Workplace Injury Commission Freedom of Information
Officer GPO Box 251

Melbourne VIC 3000
Email: foi@wic.vic.gov.au

FOI statistics

WIC received a number of requests for information during the year. Where possible WIC released the requested information to the applicant as an administrative release of information rather than via the formal FOI process.

However, in certain circumstances an administrative release of information is not appropriate, so the request is managed via the formal FOI process.

During 2024-25, WIC received 4 new valid FOI applications from the public. WIC made 4 formal FOI decisions, releasing the requested information in full.

An FOI applicant has been dissatisfied with WIC's decision letters. They have:

- Lodged a complaint with VCAT regarding one decision letter. The matter is pending a VCAT hearing date and is currently not resolved
- Requested OVIC review another decision letter. OVIC is reviewing the matter and is currently not resolved.

In 2022-23, a valid FOI request was made and WIC responded by providing the information to the applicant. The FOI applicant was dissatisfied with WIC's decision and lodged a complaint with VCAT. To date the matter has still not been resolved.

Statement of information

In compliance with the requirements of the Standing Directions of the Minister for Finance, information has been retained by WIC and is available to the relevant Ministers, Members of Parliament and the public on request (subject to Freedom of Information requirements).

This information includes:

- a statement that declarations of pecuniary interests have been duly completed by all relevant officers
- publications produced by WIC
- a list of major committees sponsored by WIC
- details about consultants and contractors engaged
- external reviews carried out by WIC
- details of major promotional, public relations and marketing activities undertaken by WIC to develop community awareness of WIC and its services
- details of assessments and measures undertaken to improve the occupational health and safety of employees
- general statement on industrial relations within the entity and details of time lost through industrial accidents and disputes.

For further information please contact:

Workplace Injury Commission
Chief Financial Officer
GPO Box 251 Melbourne, 3001

Email: foi@wic.vic.gov.au

Ph: 1800 635 960

Compliance with the Building Act 1993

WIC does not own or control any government buildings and consequently is exempt from notifying its compliance with the building and maintenance provisions of the *Building Act 1993*.

Compliance with the Competitive Neutrality Policy

WIC does not compete with the private sector nor charge fees for services it provides. Consideration of this policy is therefore not applicable.

Local Jobs First

The *Local Jobs First Act 2003* introduced in August 2018 brings together the Victorian Industry Participation Policy (VIPPP) and Major Project Skills Guarantee (MPSG) policy which were previously administered separately. Departments and public sector bodies are required to apply the Local Jobs First policy in all projects valued at \$3 million or more in metropolitan Melbourne or for statewide projects, or \$1 million or more for projects in regional Victoria. MPSG applies to all construction projects valued at \$20 million or more.

During 2024-25, WIC undertook a procurement process to which the Local Jobs First Act is applicable. As at balance date the evaluation of vendor proposal has not yet been finalised.

Compliance with the Public Interest Disclosures Act 2012

WIC does not tolerate improper conduct from its Directors, employees, contractors or service providers at any time, nor does it tolerate the taking of reprisals of any sort against those who come forward to disclose improper conduct.

WIC's Public Interest Disclosures Policy is available on WIC's website. <https://www.wic.vic.gov.au/resources>

WIC is not a body that can receive disclosures of improper conduct under the *Public Interest Disclosures Act 2012*. However, WIC is a body in respect of which disclosures of improper conduct can be made. A person wanting to make a disclosure of improper conduct about WIC, its Directors, employees, contractors or service providers must do so to the Independent Broad-based Anti-corruption Commission (IBAC).

IBAC contact details:

Phone: 1300 735 135
Fax: (03) 8635 6444

Street Address:
Level 1, North Tower
459 Collins Street
Melbourne VIC 3000

Mail: IBAC, GPO Box 24234,
Melbourne VIC 3000

Web: www.ibac.vic.gov.au

Compliance with the Carers Recognition Act 2012

The application of the *Carers Recognition Act 2012* is not applicable to WIC operations.

Asset management accountability framework

From 2020-21 organisations must, at least every three years, conduct a self-assessment of the level of asset management maturity within their organisation, and state this in their annual report.

WIC has a low risk asset base with owned assets comprising leasehold improvements, furniture and fittings, and audio visual equipment. The majority of assets used by WIC are owned by WorkSafe and used by WIC via a Services Agreement.

WIC performed the self-assessment against the 41 requirements stipulated in the asset management accountability framework (AMAF) with maturity ratings ranging from 'innocence' to 'optimising'. Taking into account our asset base and risk profile, WIC has set an overall maturity target of 'developing'.

The results of the April 2023 maturity self-assessment are summarised as follows:

Leadership and accountability (Requirements 1-19)

WIC has achieved the target maturity level, other than for three of the 19 requirements. The improvement actions include updating the Asset Management Policy and clearly documenting relevant employee's responsibility for assets during their life-cycle.

Planning (Requirements 20-23)

WIC did not meet all five requirements. The key improvement was to develop an Asset Management Strategy.

Acquisition (Requirements 20 and 25)

One requirement was not achieved. WIC's Asset Management Strategy needs to better outline the approach to acquisitions of assets.

Operation (Requirements 26-40)

WIC met all requirements.

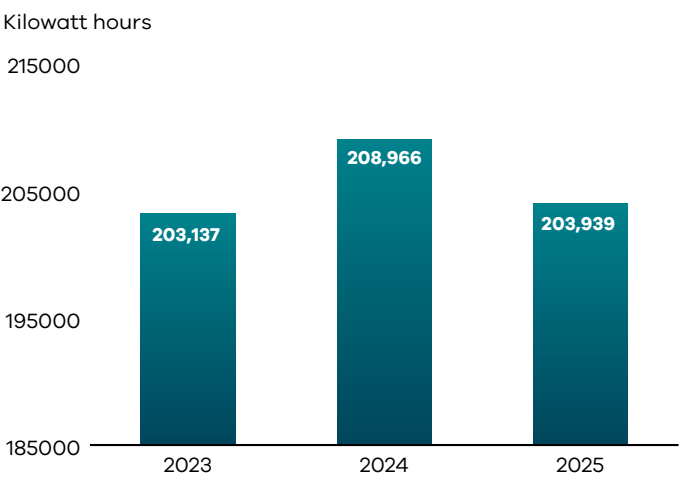
Disposal (Requirement 41)

WIC met all requirements.

The self-assessment identified a number of actions to be implemented. These were either implemented in late 2022-23 or early 2023-24. The maturity self-assessment will be updated in 2025-26.

Environmental performance

WIC is committed to minimising its environmental footprint. WIC's electricity usage is illustrated below:



Electricity consumption declined between 2024 and 2025, driven by enhanced energy efficiency initiatives and revised operational practices. As all electricity accounts are powered entirely by renewable energy, WIC's carbon emissions from electricity usage are effectively zero.



Financial statements

2024-25

Board Director, Accountable Officer's and Chief Finance and Accounting Officer's Declaration

The attached financial statements of the Accident Compensation Conciliation Service, trading as the Workplace Injury Commission, have been prepared in accordance with Direction 5.2 of the Standing Directions of the Assistant Treasurer under the *Financial Management Act 1994*, applicable Financial Reporting Directions, Australian Accounting Standards including Interpretations, and other mandatory professional reporting requirements.

We further state that, in our opinion, the information set out in the comprehensive operating statement, balance sheet, statement of changes in equity, cash flow statement and accompanying notes, presents fairly the financial transactions during the year ended 30 June 2025 and the financial position of the Workplace Injury Commission as at 30 June 2025.

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

We authorise the attached financial statements for issue on 27 August 2025.



Meriel O'Sullivan
Board Chair



Alyssa Duffy
Accountable Officer



Dale Mitchell
Chief Financial Officer

Dated at Melbourne on this 27th day of August 2025.

Independent Auditor's Report

To the Board of the Workplace Injury Commission

Opinion	I have audited the financial report of the Workplace Injury Commission (the commission) which comprises the: • balance sheet as at 30 June 2025 • comprehensive operating statement for the year then ended • statement of changes in equity for the year then ended • cash flow statement for the year then ended • notes to the financial statements, including material accounting policy information • board director, accountable officer's and chief finance and accounting officer's declaration. In my opinion the financial report presents fairly, in all material respects, the financial position of the commission as at 30 June 2025 and its financial performance and cash flows for the year then ended in accordance with the financial reporting requirements of Part 7 of the <i>Financial Management Act 1994</i> and Australian Accounting Standards - Simplified Disclosures.
Basis for opinion	I have conducted my audit in accordance with the <i>Audit Act 1994</i> which incorporates the Australian Auditing Standards. I further describe my responsibilities under that Act and those standards in the <i>Auditor's Responsibilities for the Audit of the Financial Report</i> section of my report. My independence is established by the <i>Constitution Act 1975</i>. My staff and I are independent of the commission in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 <i>Code of Ethics for Professional Accountants</i> (the Code) that are relevant to my audit of the financial report in Victoria. My staff and I have also fulfilled our other ethical responsibilities in accordance with the Code. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.
The Board's responsibilities for the financial report	The Board of the commission is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards - Simplified Disclosures and the <i>Financial Management Act 1994</i>, and for such internal control as the Board determines is necessary to enable the preparation and fair presentation of a financial report that is free from material misstatement, whether due to fraud or error. In preparing the financial report, the Board is responsible for assessing the commission'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 it is inappropriate to do so.

Auditor's responsibilities for the audit of the financial report

As required by the *Audit Act 1994*, my responsibility is to express an opinion on the financial report based on the audit. My objectives for the audit 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 this 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 commission's internal control.
- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Board
- conclude on the appropriateness of the Board's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the commission'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 conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the commission 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 Board 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.

MELBOURNE
1 September 2025



Janaka Kumara
as delegate for the Auditor-General of Victoria

Notes to the Financial Statements

For the financial year ended 30 June 2025

Table of contents

Comprehensive Operating Statement	33
Balance Sheet	34
Statement of Changes in Equity	35
Cash Flow Statement	36
Note 1: About this report	37
Note 2: Income from transactions	38
Note 3: Expense from transactions	39
Note 4: Cash and cash equivalents	40
Note 5: Receivables	40
Note 6: Right-of-use assets	40
Note 7: Property, plant and equipment	41
Note 8: Payables	42
Note 9: Employee benefit provisions	43
9.1 Superannuation contributions	44
Note 10: Lease liabilities	45
Note 11: Commitments for expenditure	46
Note 12: Responsible persons and executive remuneration	47
Note 13: Financial instruments	49
Note 14: Other disclosures	49
14.1 Reconciliation of net result for the period to net cash flows from operating activities	49
14.2 Ex-gratia expenses	49
14.3 Contingencies	49
14.4 Events subsequent to balance date	49

Comprehensive Operating Statement

For the financial year ended 30 June 2025

	Note	30 June 2025 \$'000s	30 June 2024 \$'000s
Revenue			
Income from transactions	2	33,479	28,683
Total revenue		33,479	28,683
Expenses			
Expenses	3	(34,615)	(29,968)
Total expenses		(34,615)	(29,968)
Net result before other economic flows		(1,136)	(1,285)
Other economic flows			
Movement in provisions due to changes in discount rates		72	(48)
Net result		(1,064)	(1,333)
Other comprehensive income		–	–
Comprehensive result		(1,064)	(1,333)

The comprehensive operating statement should be read in conjunction with the accompanying notes to the financial statements.

Balance Sheet

As at 30 June 2025

	Note	30 June 2025 \$000s	30 June 2024 \$000s
Cash at bank	4	11,450	5,966
Receivables	5	346	545
Prepayments		431	408
Current assets		12,227	6,919
Right-of-use assets	6	15,690	18,110
Property, plant and equipment	7	3,755	4,436
Non-current assets		19,445	22,546
Total assets		31,672	29,465
Payables	8	(818)	(595)
Funding received in advance		(6,360)	(1,682)
Employee benefit provisions	9	(2,970)	(2,627)
Lease liabilities	10	(2,191)	(2,038)
Current liabilities		(12,339)	(6,942)
Employee benefit provisions	9	(481)	(489)
Lease liabilities	10	(16,771)	(18,889)
Non-current liabilities		(17,252)	(19,378)
Total liabilities		(29,591)	(26,320)
Net assets		2,081	3,145
Equity			
Accumulated surplus		2,081	3,145
Total equity		2,081	3,145

The balance sheet should be read in conjunction with the accompanying notes to the financial statements.

Statement of Changes in Equity

For the financial year ended 30 June 2025

		Accumulated surplus \$000s	Total Equity \$000s
Balance at 01 July 2023		4,478	4,478
Net result for the year		(1,333)	(1,333)
Balance at 30 June 2024		3,145	3,145
Balance at 01 July 2024		3,145	3,145
Net result for the year		(1,064)	(1,064)
Balance at 30 June 2025		2,081	2,081

The statement of changes in equity should be read in conjunction with the accompanying notes to the financial statements.



Cash Flow Statement

For the financial year ended 30 June 2025

	Note	30 June 2025 \$000s	30 June 2024 \$000s
Cash flows from operating activities			
Receipts from WorkSafe Victoria		37,837	23,335
Interest income		433	437
Goods and services tax refunded from ATO		1,127	1,004
Payments to suppliers and employees		(31,444)	(27,667)
Net cash flows from operating activities	14	7,953	(2,890)
Cash flows from financing activities			
Total cash outflow for leases		(2,469)	(2,375)
Cash flows from/(used in) financing activities		(2,469)	(2,375)
Cash flows from investing activities			
Purchase of property, plant and equipment		–	–
Cash flows from/(used in) investing activities		–	–
Net increase/(decrease) in cash held		5,484	(5,266)
Cash at the beginning of the year	4	5,966	11,232
Cash at the end of the year	4	11,450	5,966

The cash-flow statement should be read in conjunction with the accompanying notes to the financial statements.

Note 1: About this report

The annual financial statements represent the audited general purpose financial statements for the Accident Compensation Conciliation Service (ACCS) trading as the Workplace Injury Commission (WIC) for the year ended 30 June 2025. The purpose of the report is to provide users with information about WIC's stewardship of resources entrusted to it.

Reporting entity

WIC is established under the *Workplace Injury Rehabilitation and Compensation (WIRC) Act 2013*, providing independent conciliation and arbitration services for disputed claims under the WIRC Act and *Accident Compensation Act 1985*. A description of WIC's operations and principal activities is included in the Report of Operations, which does not form part of these financial statements.

These financial statements cover WIC as an individual reporting entity and include all the controlled activities of WIC. There is no entity consolidated into WIC's financial statements. WIC's principal address is:

Workplace Injury Commission
215 Spring Street
Melbourne, VIC 3000

Basis of Preparation

These financial statements are Tier 2 general purpose financial statements prepared in accordance with AASB 1060 *General Purpose Financial Statements – Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities* (AASB 1060) and Financial Reporting Direction 101 *Application of Tiers of Australian Accounting Standards* (FRD 101).

WIC is a Tier 2 entity in accordance with FRD 101. These financial statements are the first general purpose financial statements prepared in accordance with Australian Accounting Standards – Simplified Disclosures. WIC's prior year financial statements were general purpose financial statements prepared in accordance with Australian Accounting Standards (Tier 1). As WIC is not a 'significant entity' as defined in FRD 101, it was required to change from Tier 1 to Tier 2 reporting effective from 1 July 2024.

These financial statements are in Australian dollars and the historical cost convention is used unless a different measurement basis is specifically disclosed in the notes to the financial statements.

The accrual basis of accounting has been applied in preparing these financial statements, whereby assets, liabilities, equity, income and expenses are recognised in the reporting period to which they relate, regardless of when cash is received or paid.

Consistent with the requirements of AASB 1004 *Contributions*, contributions by owners (that is, contributed capital and its repayment) are treated as equity transactions and, therefore, do not form part of the income and expenses of WIC.

Capital grants which have been designated as contributions by owners are recognised as contributed capital. Other transfers that are in the nature of distributions to or contributions by owners have also been designated as contributions by owners.

Judgements, estimates and assumptions are required to be made about financial information being presented. The significant judgements made in the preparation of these financial statements are disclosed in the notes where amounts affected by those judgements are disclosed. Estimates and associated assumptions are based on professional judgements derived from historical experience and various other factors that are believed to be reasonable under the circumstances. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised, if the revision affects only that period or in the period of the revision, and future periods, if the revision affects both current and future periods. Judgements made by management in the application of AASs that have significant effects on the financial statements and estimates, with a risk of material adjustments in the subsequent reporting period, relate to; assumptions for employee benefit provisions based on likely tenure of existing staff, patterns of leave claims, future salary movements and future discount (refer to note 9).

All amounts in the financial statements have been rounded to the nearest \$1,000 unless otherwise stated. Minor discrepancies in tables between totals and sum of components are due to rounding.

Statement of Compliance

These general-purpose financial statements have been prepared in accordance with the *Financial Management Act 1994* and applicable Australian Accounting Standards (AASs), which includes Interpretations, issued by the Australian Accounting Standards Board (AASB).

WIC is a not-for-profit entity. Where appropriate, those AASs paragraphs applicable to not-for-profit entities have been applied. Accounting policies selected and applied in these financial statements ensure that the resulting financial information satisfies the concepts of relevance and reliability, thereby ensuring that the substance of the underlying transactions or other events is reported.

The financial statements also comply with relevant Financial Reporting Directions (FRDs) issued by the Department of Treasury and Finance, and relevant Standing Directions (SDs) authorised by the Assistant Treasurer.

Comparative information

The comparative figures have been disclosed in financial statements for the preceding financial year and reporting date.

Going concern

The going concern assumption has been applied in the preparation of these financial statements. WIC continues to be funded by the Victorian WorkCover Authority (trading as WorkSafe Victoria) in accordance with section 536D of the *WIRC Act* (refer to note 2), following the approval of WIC's annual budget by the Minister for WorkSafe and the TAC.

Goods and Services Tax (GST)

Income, expenses and assets are recognised net of the amount of associated GST, unless the GST incurred is not recoverable from the taxation authority. In this case it is recognised as part of the cost of acquisition of the asset or as part of the expense.

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the taxation authority is included with other receivables or payables in the balance sheet.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to, the taxation authority are presented as an operating cash flow.

Commitments for expenditure and contingent assets and contingent liabilities are presented on a gross basis.

Note 2: Income from transactions

	30 June 2025 \$000s	30 June 2024 \$000s
Core funding from WorkSafe Victoria	32,571	26,856
Special purpose funding from WorkSafe Victoria	–	672
Interest income	433	437
Other income	475	718
	33,479	28,683

Funding from WorkSafe Victoria

WIC is funded by WorkSafe Victoria in accordance with section 536D of the *WIRC Act* and the WorkSafe Victoria and WIC Shared Services Agreement.

The level of funding is subject to and in accordance with the budget approved by the Minister for WorkSafe and the TAC and any additional funding as agreed between WIC and WorkSafe Victoria.

WIC is required to repay WorkSafe Victoria any unspent funding at the end of the financial year, based on the funding model stipulated in the Shared Services Agreement. Any unspent funding received in excess of the funding received during the year is recognised as Funding Received in Advance in the statement of financial position and repaid to WorkSafe Victoria.

Core and special purpose funding is recognised as income in accordance with AASB 1058 on the basis that WIC controls the funds following approval of the budget by the Minister.

Interest income

Interest income includes interest earned on cash deposits. Interest income is recognised using the effective interest method, which allocates the interest over the relevant period.

Other income

Other income relates mostly to cost recovery transactions with WorkSafe Victoria and is recognised when WIC has provided the services to WorkSafe Victoria.

Note 3: Expense from transactions

	30 June 2025 \$000s	30 June 2024 \$000s
Operating costs		
Staff and related costs	25,423	20,475
Occupancy and utilities	1,857	1,907
Professional services	1,453	1,398
Information technology	1,402	1,847
Depreciation – right-of-use assets	2,420	2,421
Depreciation – property, plant and equipment	681	681
Interest expense on lease liabilities	504	558
Asset recharge expense	308	308
Other expenses	566	373
	34,615	29,968
Remuneration of auditors		
Victorian Auditor-General's Office	29	28
	29	28

Remuneration of auditors is included as part of professional services.

Expenses represent the day-to-day running costs incurred in normal operations. Expenses are recognised as they are incurred and reported in the financial year to which they relate.

The major categories of operating expenses are:

Staff and related costs

Employee expenses include all costs related to employment including; wages and salaries, termination payments, board and committee fees, leave entitlements, fringe benefits tax, work-cover premiums, payroll tax, superannuation expenses, and temporary agency staff and contractors.

The amount recognised in the comprehensive operating statement in relation to superannuation is employer contributions for members of both defined benefit and defined contribution superannuation plans that are paid or payable during the reporting period.

WIC does not recognise any defined benefit liabilities because it has no legal or constructive obligation to pay future benefits relating to its employees. Instead, the Department of Treasury and Finance (DTF) discloses in its annual financial statements the net defined benefit cost related to the members of these plans as an administered liability (on behalf of the State as the sponsoring employer).

The name and details of the major employee superannuation funds and contributions made by WIC are outlined in note 9.1.

Occupancy and utilities: Cleaning, security, power, telephones, repairs and maintenance for office accommodation, certain non-capitalised expenditure associated with the office fit-out.

Professional services: Fees relating to legal services, interpreting/translation services, internal and external audit, research, stakeholder surveys and consultants.

Information technology: Relates to provision of IT infrastructure and user-devices, licences/support fees and associated services.

Depreciation – right-of-use assets and interest expense on lease liabilities: Depreciation and interest expenses arising out of the adoption of AASB16. The estimated useful life of assets is disclosed in note 6.

Depreciation – property, plant and equipment: Depreciation of leasehold improvements and office equipment over their estimated useful life (disclosed in note 7).

Asset recharge expenses: Costs for use of assets such as furniture and fittings provided by WorkSafe Victoria.

Other expenses: Costs include postage, mobile phone, office stationery, travel, venue hire and corporate fees.

Remuneration of auditors: Fees paid or payable to the Victorian Auditor-General's office for the audit of these financial statements.

Note 4: Cash and cash equivalents

	30 June 2025 \$000s	30 June 2024 \$000s
Cash at bank	11,450	5,966
	11,450	5,966

Cash at bank are highly liquid investments available at call.

Note 5: Receivables

	30 June 2025 \$000s	30 June 2024 \$000s
Contractual		
Amount due from WorkSafe Victoria	42	77
Other receivables	1	197
Statutory		
GST	302	271
	346	545

Receivables comprise contractual receivables in relation to:

- receivables from WorkSafe Victoria regarding funding receivable and cost recovery transactions (e.g. portion of office rental and cleaning costs, and wages)
- other receivables related to miscellaneous other services.

Statutory receivables are recognised and measured similarly to contractual receivables (except for impairment) but are not classified as financial instruments because they do not arise from a contract.

Contractual receivables are classified as financial instruments and categorised financial assets at amortised cost. Receivables are recognised initially at fair value and subsequently measured at amortised cost less any accumulated impairment.

WIC applies AASB 9 simplified approach for all contractual receivables to measure expected credit losses using a lifetime expected loss allowance based on the assumptions about risk of default and expected loss rates. WIC has grouped contractual receivables on shared credit risk characteristics and days past due and selects the expected credit loss rate based on WIC's history, existing market conditions and forward looking estimates at the end of the financial year.

On this basis, WIC determines the opening loss allowance on initial application date of AASB 9 and the closing loss allowance at end of the financial year to be nil based contract receivables with mainly Victorian Government entities.

Note 6: Right-of-Use Assets

	30 June 2025 \$000s	30 June 2024 \$000s
Leasehold buildings	28,220	28,220
Accumulated depreciation	(12,530)	(10,110)
Net carrying amount	15,690	18,110

The right-of-use assets relates solely to leasehold improvements

Right-of-use asset acquired by lessees – Initial measurement

WIC recognises a right-of-use asset and a lease liability at the lease commencement date. The right-of-use asset is initially measured at cost, which comprises the initial amount of the lease liability adjusted for:

- any lease payments made at or before the commencement date;
- any initial direct costs incurred; and
- an estimate of costs to dismantle and remove the underlying asset or to restore the underlying asset or the site on which it is located, less any lease incentive received.

Right-of-use asset – Subsequent measurement

WIC depreciates the right-of-use assets on a straight-line basis from the lease commencement date to the earlier of the end of the useful life of the right-of-use asset or the end of the lease term. The estimated useful life of the right-of-use assets are determined on the same basis as property, plant and equipment. The right-of-use assets are also subject to revaluation as required by FRD 103, however as at 30 June 2025 right-of-use assets have not been revalued.

In addition, the right-of-use asset is periodically reduced by impairment losses, if any, and adjusted for certain re-measurements of the lease liability.

Right-of-use asset – Depreciation

Depreciation is generally calculated on a straight-line basis, at rates that allocate the asset's value, less any estimated residual value, over its estimated useful life. The depreciation rate for leasehold building right-of-use assets is applied from the lease commencement date to the earlier of the end of the useful life of the right-of-use asset or the end of the lease term up to 11 years.

Note 7: Property, plant and equipment

	30 June 2025 \$000s	30 June 2024 \$000s
Leasehold improvements		
Gross carrying value	3,779	3,779
Accumulated depreciation	(1,015)	(595)
Net carrying value	2,764	3,184
Office and computing equipment		
Gross carrying value	1,588	1,588
Accumulated depreciation	(597)	(336)
Net carrying value	991	1,252
Total property, plant and equipment	5,367	5,367
Total accumulated depreciation	(1,612)	(931)
Balance at end of the year	3,755	4,436

	Leasehold improvements \$000s	Office and computing equipment \$000s	Total \$000s
Opening balance - 1 July 2024	3,184	1,252	4,436
Depreciation	(420)	(261)	(681)
Closing balance as at 30 June 2025	2,764	991	3,755

	Leasehold improvements \$000s	Office and computing equipment \$000s	Total \$000s
Opening balance - 1 July 2023	3,604	1,513	5,117
Depreciation	(420)	(261)	(681)
Closing balance as at 30 June 2024	3,184	1,252	4,436

Initial recognition

Items of property, plant and equipment are measured initially at cost and subsequently revalued at fair value less accumulated depreciation and impairment. Where an asset is acquired for no or nominal cost, the cost is its fair value at the date of acquisition. Assets transferred as part of a machinery of government change are transferred at their carrying amount. The cost of constructed non-financial physical assets includes the cost of all materials used in construction.

Assets may be initially recorded as capital works in progress and transferred to depreciable assets when they are ready and available for their intended use.

Subsequent measurement

Property, plant and equipment are subsequently measured at current replacement cost less accumulated depreciation and impairment.

Impairment of property, plant and equipment

The recoverable amount of primarily non-cash-generating assets of not-for-profit entities, which are typically specialised in nature and held for continuing use of their service capacity, is expected to be materially the same as fair value determined under AASB 13 *Fair Value Measurement*, with the consequence that AASB 136 does not apply to such assets that are regularly revalued.

Depreciation

All leasehold improvements and office/computing equipment and other non-financial physical assets that have finite useful lives, are depreciated. Depreciation is generally calculated on a straight-line basis, at rates that allocate the asset's value, less any estimated residual value, over its estimated useful life. The estimated useful lives, residual values and depreciation method are reviewed at the end of each annual reporting period, and adjustments made where appropriate. Leasehold improvements are depreciated over the shorter of the lease term and their useful lives. Office and computing equipment are depreciated over the estimated useful life of 5 to 10 years.

	30 June 2025 \$000s	30 June 2024 \$000s
Depreciation		
Leasehold improvements	420	420
Office and computing equipment	261	261
	681	681

Note 8: Payables

	30 June 2025 \$000s	30 June 2024 \$000s
Contractual		
Supplies and services	724	483
Statutory		
Fringe benefit tax payable	11	3
Other taxes payable	83	109
	818	595

Contractual payables relate to unpaid liabilities for goods and services provided to WIC prior to the end of the financial year. The normal credit terms for accounts payable are 30 days. Contractual payables are initially recognised at fair value and then subsequently carried at amortised cost.

Statutory payables are recognised and measured similarly to contractual payables but are not classified as financial instruments and not included in the category of financial liabilities at amortised costs, because they do not arise from a contract. Statutory payables are paid by the relevant legislative due date.

Note 9: Employee benefit provisions

	30 June 2025 \$000s	30 June 2024 \$000s
Current		
Annual leave		
Unconditional and expected to be settled within 12 months	600	497
Unconditional and expected to be settled after 12 months	362	357
	962	854
Long service leave		
Unconditional and expected to be settled within 12 months	367	258
Unconditional and expected to be settled after 12 months	1,160	1,100
	1,527	1,358
Oncosts		
Unconditional and expected to be settled within 12 months	185	140
Unconditional and expected to be settled after 12 months	296	275
	481	415
Total current employee benefit provisions	2,970	2,627
Non-current		
Long service leave	402	411
On-costs	79	78
Total non-current employee benefit provisions	481	489
Total employee benefit provisions	3,451	3,116
Reconciliation of movement in on-cost provisions		
Opening balance	493	541
Additional provision recognised	658	257
Reduction arising from payments	(558)	(300)
Unwinding of discount and effect of changes in discount rates	(33)	(5)
Closing balance	560	493

Provision is made for benefits accruing to employees in respect of wages and salaries, annual leave and long service leave (LSL) for services rendered to the reporting date and recorded as an expense during the period the services are delivered. An estimate for potential redundancies has been recorded.

The liability for salaries and wages is recognised in the balance sheet at remuneration rates which are current at the reporting date. As WIC expects the liabilities to be wholly settled within 12 months of the reporting date, they are measured at undiscounted amounts.

Annual leave liability is classified as a current liability and measured at the undiscounted amount expected to be paid, as WIC does not have an unconditional right to defer settlement of the liability for at least 12 months after the end of the reporting period.

No provision has been made for sick leave as all sick leave is non-vesting and it is not considered probable that the average sick leave taken in the future will be greater than the benefits accrued in the future. As sick leave is non-vesting, an expense is recognised in the Comprehensive Operating Statement as it is taken.

Employment on-costs such as payroll tax, workers compensation premium and superannuation are not employee benefits. They are disclosed separately as a component of the provision for employee benefits when the employment to which they relate has occurred.

Unconditional LSL is disclosed as a current liability; even where WIC does not expect to settle the liability within 12 months because it will not have the unconditional right to defer the settlement of the entitlement should an employee take leave within 12 months or resign.

The components of this current LSL liability are measured at:

- undiscounted value – if WIC expects to wholly settle within 12 months; or
- present value – if WIC does not expect to wholly settle within 12 months.

Conditional LSL is disclosed as a non-current liability. There is a conditional right to defer the settlement of the entitlement until the employee has completed the requisite years of service. This non-current LSL is measured at present value.

Any gain or loss following revaluation of the present value of non-current LSL liability is recognised as a transaction, except to the extent that a gain or loss arises due to

changes in bond interest rates, which is then recognised as an 'other economic flow' in the Comprehensive Operating Statement.

9.1 Superannuation contributions

Employees of WIC are entitled to receive superannuation benefits and WIC contributes to both defined benefit and defined contribution plans. The defined benefit plan(s) provides benefits based on years of service and final average salary and amounts are paid by WIC in accordance with the rules of each plan. WIC recognises an expense when the contribution is paid or payable. The liabilities of defined benefit plans are recognised in the financial statements of the State of Victoria. Defined contribution plan contributions are paid in accordance with the superannuation guarantee legislation.

Superannuation contributions paid during the year were:

	30 June 2025 \$000s	30 June 2024 \$000s
Defined contribution plans		
Aware Super	832	731
Australian Super	337	297
HostPlus	115	87
Legal Super	112	102
Other	669	471
Defined benefit plans		
Emergency Services Superannuation Scheme	18	40
	2,084	1,729

At 30 June 2025, contributions outstanding were \$nil (2024: \$nil).



Note 10: Lease liabilities

WIC has two property leases entered into in 2017 and 2021 are for 10 years each, both contain an option to extend.

	30 June 2025 \$000s	30 June 2024 \$000s
Leasehold buildings	18,962	20,927
	18,962	20,927
Current	2,191	2,038
Non Current	16,771	18,889
Total lease liabilities	18,962	20,927
Maturity analysis – undiscounted contractual cash flows		
Less than one year	2,579	2,477
One to five years	12,494	15,073
More than five years	5,624	5,624
Total undiscounted contractual cash flows	20,697	23,175
Lease liabilities recognised in the balance sheet	18,962	20,927
The comprehensive operating statement includes the following amounts relating to leases:		
Interest expense	504	558
Expenses relating to variable lease payments not included in lease liabilities	302	1,293
Expenses relating to short term leases	–	(1)

Total cash outflow for leases during the year ended:

- 30 June 2025 was \$2.469 million.
- 30 June 2024 was \$2.375 million.

For any new contracts entered into, WIC considers whether a contract is or contains a lease.

A lease is defined as ‘a contract, or part of a contract, that conveys the right to use an asset (the underlying asset) for a period of time in exchange for consideration’. To apply this definition WIC assesses whether the contract meets three key evaluations, which are whether:

- the contract contains an identified asset, which is either explicitly identified in the contract or implicitly specified by being identified at the time the asset is made available to WIC and for which the supplier does not have substantive substitution rights
- WIC has the right to obtain substantially all of the economic benefits from use of the identified asset throughout the period of use, considering its rights within the defined scope of the contract and the department has the right to direct the use of the identified asset throughout the period of use and
- WIC has the right to take decisions in respect of ‘how and for what purpose’ the asset is used throughout the period of use.

Separation of lease and non-lease components

At inception or on reassessment of a contract that contains a lease component, the lessee is required to separate out and account separately for non-lease components within a lease contract and exclude these amounts when determining the lease liability and right-of-use asset amount.

Recognition and measurement of leases as a lessee

Lease liability – initial measurement

The lease liability is initially measured at the present value of the lease payments unpaid at the commencement date, discounted using the interest rate implicit in the lease if that rate is readily determinable or WIC’s incremental borrowing rate.

Lease payments included in the measurement of the lease liability comprise the following:

- fixed payments (including in-substance fixed payments)
- variable payments based on an index or rate, initially measured using the index or rate as at the commencement date
- amounts expected to be payable under a residual value guarantee and
- payments arising from purchase and termination options reasonably certain to be exercised.

Lease liability – subsequent measurement

Subsequent to initial measurement, the liability will be reduced for payments made and increased for interest. It is remeasured to reflect any reassessment or modification, or if there are changes in-substance fixed payments.

When the lease liability is remeasured, the corresponding adjustment is reflected in the right-of-use asset, or profit and loss if the right of use asset is already reduced to zero.

Short-term leases and leases of low value assets

WIC has elected to account for short-term leases and leases of low value assets using the practical expedients. Instead of recognising a right of use asset and lease liability, the payments in relation to these are recognised as an expense in profit and loss on a straight-line basis over the lease term.

Presentation of right-of-use assets and lease liabilities

WIC presents right-of-use assets separately as right-of-use assets, and the associated leases as lease liabilities in the balance sheet.

Leases of property, plant and equipment where WIC as a lessee had substantially all of the risks and rewards of ownership were classified as finance leases. Finance leases were initially recognised as assets and liabilities at amounts equal to the fair value of the leased property or, if lower, the present value of the minimum lease payment, each determined at the inception of the lease. The leased asset is accounted for as a non-financial physical asset and depreciated over the shorter of the estimated useful life of the asset or the term of the lease. Minimum finance lease payments were apportioned between the reduction of the outstanding lease liability and the periodic finance expense, which is calculated using the interest rate implicit in the lease and charged directly to the comprehensive operating statement.

Contingent rentals associated with finance leases were recognised as an expense in the period in which they are incurred.

Note 11: Commitments for expenditure

Commitments include those operating, capital and other outsourcing commitments arising from non-cancellable contractual sources and are disclosed at their nominal value. The future expenditure ceases to be disclosed as commitments once the related liabilities are recognised in the balance sheet.

	Less than 1 year \$000s	1-5 years \$000s	Total \$000s
30 June 2025			
Non-cancellable other operational contractual commitments payable	322	99	421
Total commitments (inclusive of GST)	322	99	421
Less GST recoverable			(38)
Total commitments (exclusive of GST)			383
30 June 2024			
Non-cancellable other operational contractual commitments payable	682	83	765
Total commitments (inclusive of GST)	682	83	765
Less GST recoverable			(70)
Total commitments (exclusive of GST)			695

WIC has entered into contractual agreements for the purchase of goods/services. Other operating commitments include those operating and capital commitments arising from non-cancellable contractual sources and are disclosed at their nominal value, inclusive of GST.

Note 12: Responsible persons and executive remuneration

In accordance with the Ministerial Directions issued by the Assistant Treasurer under the *Financial Management Act 1994*, the following disclosures are made regarding responsible persons for the reporting period.

Responsible Ministers

The responsible Minister during the reporting period was the

Honourable Ben Carroll, MP, Deputy Premier, Minister for WorkSafe and the TAC (19 December 2024 to 30 June 2025)

Honourable Danny Pearson MP, Minister for WorkSafe and the TAC (1 July 2024 to 18 December 2024).

Directors

The following were Directors during the entire reporting period unless otherwise stated.

Meriel O’Sullivan (Chair)

Tali Bernard (Deputy Chair)

Professor John Howe

Helga Svendsen

Paul Dulfer

Professor Sarah Anderson

Vinay Mahajan (resigned 29 May 2025)

Accountable Officer

The position of Chief Executive Officer during the reporting period was held by Alyssa Duffy.

Responsible person remuneration

The remuneration received or receivable by responsible persons is disclosed as follows:

\$	30 June 2025 \$000s	30 June 2024 \$000s
Up to 9,999	–	6
10,000 - 19,999	2	3
20,000 - 29,999	4	1
30,000 - 39,999	1	–
350,000 - 359,999	–	1
370,000 - 379,999	1	–
Total number of responsible persons	8	11

The compensation detailed above excludes the salaries and benefits the Responsible Minister receives. The Minister’s remuneration and allowances is set by the *Parliamentary Salaries and Superannuation Act 1968* and is reported in the State’s Annual Financial Report.

Key management personnel

Key management personnel of WIC comprise the responsible Minister, Directors and members of the executive leadership team.

Key management personnel remuneration

Remuneration comprises salaries and other benefits in all forms of consideration paid, payable or provided in exchange for services rendered. The remuneration of key management personnel, other than the Minister is as follows:

	30 June 2025 \$000s	30 June 2024 \$000s
Total remuneration	1,901	2,154



Related party transactions

Related parties of WIC include key management personnel and their close family members and personal business interests (controlled entities, joint ventures and others they have significant influence over).

Other than the transactions with WorkSafe Victoria disclosed in the following table, there were no related party transactions during the years ended 30 June 2025 and 30 June 2024 respectively.

	30 June 2025 \$000s	30 June 2024 \$000s
Item		
Funding received from WorkSafe Victoria	32,571	27,528
Repayment of contractual receivables by WorkSafe Victoria	507	458
Funding received from WorkSafe Victoria in advance to be repaid by WIC	6,360	1,682
Fees charged by WorkSafe Victoria to WIC under a Shared Services Agreement for information technology, financial services, office accommodation facilities and other special projects.	2,242	2,771
	41,680	32,439

Executive remuneration

The number of executive officers, other than Ministers and Accountable Officers, and their total remuneration during the reporting period are shown in the table below. The remuneration in the following table only relates to remuneration payable to persons employed as an Executive Officer.

Remuneration comprises employee benefits in all forms of consideration paid, payable or provided in exchange for services rendered.

	30 June 2025 \$000s	30 June 2024 \$000s
Total remuneration	1,409	1,675
Total number of executives¹	7	7
Total annualised employee equivalent²	5.3	6.7

¹ The total number and remuneration of executive officers includes persons who meet the definition of Key Management Personnel (KMP) of the entity under AASB 124 Related Party Disclosures and are also reported within the related parties note disclosure (Note 12).

² Annualised employee equivalent is based on the time fraction worked over the year.

Note 13: Financial instruments

Exposure to credit and liquidity risks arises in the normal course of WIC operations. WIC's maximum risk exposure, is credit risk, at reporting dates is the carrying amount of receivables as reported in Note 5. WIC is funded by WorkSafe Victoria in accordance with section 536D of the *Workplace Injury Rehabilitation and Compensation Act 2013*.

Note 14: Other disclosures

14.1 Reconciliation of net result for the period to net cash flows from operating activities

	30 June 2025 \$000s	30 June 2024 \$000s
Net result for the period	(1,064)	(1,333)
Depreciation right-of-use assets	2,420	2,421
Depreciation property, plant and equipment	681	681
Interest expenses - lease liabilities	504	558
Movements in employee benefit provisions due to changes in discount rates	(72)	48
Movements in assets and liabilities		
(Increase)/decrease in receivables	200	1,319
(Increase)/decrease in prepayments	(24)	2
Increase/(decrease) in payables	223	212
Increase/(decrease) in funding in advance	4,678	(6,418)
Increase/(decrease) in provisions	407	(381)
Total adjustments	9,017	(1,558)
Net cash flows from operating activities	7,953	(2,890)

14.2 Ex-gratia expenses

Ex-gratia expenses incurred

	30 June 2025 \$000s	30 June 2024 \$000s
Payment associated with the termination of employment	31	–
Total ex-gratia payments	31	–

14.3 Contingencies

	30 June 2025 \$000s	30 June 2024 \$000s
Contingent Assets	–	–
Contingent Liabilities	–	–

Contingent assets and contingent liabilities are not recognised in the balance sheet, but are disclosed by way of a note and, if quantifiable, are measured at nominal value. Contingent assets and contingent liabilities are presented inclusive of GST receivable or payable, respectively.

14.4 Events subsequent to balance date

There were no events subsequent to balance date that require disclosure in the financial statements.

Disclosure index

The Annual Report of WIC is prepared in accordance with all relevant Victorian legislation and pronouncements. This index has been prepared to facilitate identification of WIC's compliance with statutory disclosure requirements.

Ministerial directions and financial reporting directions

Legislation Directive	Requirement	
Charter and purpose		
FRD 22H	Manner of establishment and the relevant Ministers	6, 47
FRD 22H	Purpose, functions, powers and duties	6
FRD 8D	Departmental objectives, indicators and outputs	12, 13, 14
FRD 22H	Key initiatives and projects	8, 11
FRD 22H	Nature and range of services provided	6, 12, 13, 14
Management and structure		
FRD 22H	Organisational structure	19
Financial and other information		
FRD 8D	Performance against output performance measures	12, 13, 14, 21
FRD 8D	Budget portfolio outcomes	n/a
FRD 10A	Disclosure index	50
FRD 12B	Disclosure of major contracts	n/a
FRD 15E	Executive Officer disclosures	15, 12, 48
FRD 22H	Employment and conduct principles	15
FRD 22H	Occupational health and safety policy	15
FRD 22H	Summary of the financial results for the year	21, 22
FRD 22H	Significant changes in financial position during the year	22
FRD 22H	Major changes or factors affecting performance	21, 22
FRD 22H	Subsequent events	49
FRD 22H	Application and operation of <i>Freedom of Information Act 1982</i>	25
FRD 22H	Compliance with building and maintenance provisions of <i>Building Act 1993</i>	26
FRD 22H	Statement on Competitive Neutrality Policy	26
FRD 22H	Application and operation of the <i>Public Interests Disclosure Act 2012</i>	27
FRD 22H	Details of consultancies over \$10 000	24
FRD 22H	Details of consultancies under \$10 000	24
FRD 22H	Disclosure of ICT expenditure	23
FRD 24D	Statement of availability of other information	26
FRD 24D	Reporting of office-based environmental impacts	27
FRD 25C	Local Jobs First	26
FRD 25C	Workforce data disclosures	15
SD 5.2	Specific requirements under Standing Direction 5.2	32

Compliance attestation and declaration		
SD 5.1.4	Attestation for compliance with Standing Direction	25
SD 5.2.3	Declaration in report of operations	4
Financial Statements		
Declaration		
SD 5.2.2	Declaration in financial statements	29
Other requirements under Standing Directions		
SD 5.2.1 (a)	Compliance with Australian Accounting Standards and other authoritative pronouncements	37
SD 5.2.1 (a)	Compliance with Ministerial Guidelines	37
SD 5.2.1 (b)	Compliance with Model Financial Statements	n/a
SD 4.2.3	Asset Management Maturity Self-Assessment	27
Other disclosures as required by FRDs in notes to the financial statements		
FRD 9B	Departmental disclosure of administered assets and liabilities by activity	n/a
FRD 11A	Disclosure of ex-gratia expenses	49
FRD 13	Disclosure of Parliamentary Appropriations	n/a
FRD 21C	Disclosures of Responsible Persons, Executive Officers and other Personnel (Contractors with Significant Management Responsibilities) in the Financial Report	47
FRD 103H	Non-Financial Physical Assets	41
FRD 110A	Cash Flow Statements	36
FRD 112D	Defined Benefit Superannuation Obligations	44
FRD 114C	Financial Instruments – general government entities and public non-financial corporations	49
Legislation		
	<i>Freedom of Information Act 1982</i>	25
	<i>Building Act 1993</i>	26
	<i>Public Interests Disclosure Act 2012</i>	27
	<i>Carers Recognition Act 2012</i>	27
	<i>Disability Act 2006</i>	n/a
	<i>Local Jobs Act 2003</i>	26
	<i>Financial Management Act 1994</i>	25, 29

Workplace Injury Commission

Level 1 215 Spring St
Melbourne Vic 3000
GPO Box 251
Melbourne, VIC 3001

telephone: (03) 9940 1111
fax: (03) 9940 1000
freecall: 1800 635 960

email: info@wic.vic.gov.au
website: www.wic.vic.gov.au



Workplace Injury Commission