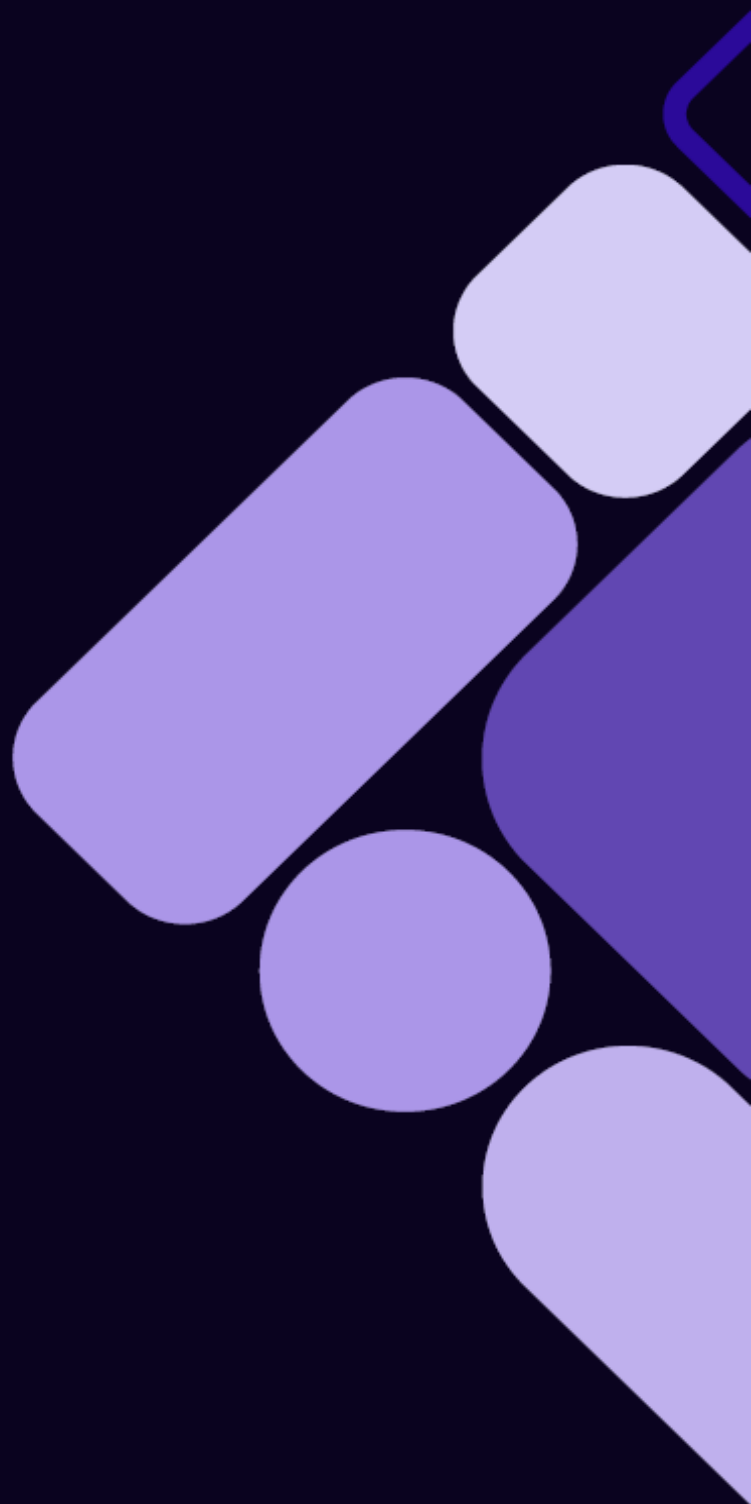




safe work australia
Annual Report
2024-25



Annual Report 2024–25

Acknowledgement of Country

Safe Work Australia acknowledges the Traditional Owners and Custodians of Country throughout Australia and recognises their continuing connection to lands, waters and communities.

We pay our respect to Aboriginal and Torres Strait Islander peoples and cultures, and to Elders past and present.

Letter of transmittal

The Hon Amanda Rishworth MP

Minister for Employment and Workplace Relations

PO Box 6021

House of Representatives, Parliament House

CANBERRA ACT 2600

Dear Minister

I am pleased to present the annual report of Safe Work Australia for the financial year 2024–25.

This report has been prepared in accordance with all applicable obligations of the *Public Governance, Performance and Accountability Act 2013* (Cth) (PGPA Act) and section 70 of the *Safe Work Australia Act 2008* (Cth).

Section 46 of the PGPA Act requires that you table this report in Parliament. The report includes Safe Work Australia's audited financial statements as required by section 43(4) of the PGPA Act.

As required by section 10 of the Public Governance, Performance and Accountability Rule 2014, I certify that Safe Work Australia has:

- prepared fraud risk assessments and fraud control plans
- put in place appropriate mechanisms that meet the specific needs of the agency for preventing, detecting incidents of, investigating or otherwise dealing with, and reporting fraud, and
- taken all reasonable measures to deal appropriately with fraud.

Yours sincerely

A handwritten signature in black ink, reading "Marie Boland". The signature is fluid and cursive, with the first name "Marie" and the last name "Boland" clearly distinguishable.

2 October 2025

Marie Boland

Chief Executive Officer

Safe Work Australia

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Our purpose

Our vision

Healthier, safer, and more productive workplaces through improvements to Australian work health and safety and workers' compensation arrangements.

All workers, regardless of their occupation or how they are engaged, have the right to a healthy and safe working environment. The effective design of work and work systems, and the systematic management of risks, will allow workers to lead productive working lives.

Why our work is important

Our data shows close to 140,000 workers are compensated for a serious work-related injury or illness each year in Australia, and while the number fluctuates, around 200 are killed at work. The human impacts of these incidents are profound.

There is also an economic impact when workers are injured or made unwell by work. Our research shows that by removing work-related injury and illness, on average each year:

- Australia's economy would be \$28.6 billion larger
- 185,500 additional full-time equivalent jobs would be created, and
- workers across all occupations and skill levels would benefit from an average wage rise of 1.3%.

Our community impact

Safe Work Australia has an important national role to play in reducing the incidence of work-related death, injury and illness, and in improving outcomes for injured workers and their employers.

We are a tripartite body representing the interests of the Commonwealth, states and territories, as well as those of workers and employers in Australia. Together our role is to:

- collaborate on national work health and safety (WHS) and workers' compensation policy matters
- lead the development of evidence-based policy and supporting education and communication strategies, and
- promote consistency in WHS and workers' compensation arrangements.

We develop workers' compensation and WHS policy proposals and education materials. We manage changes to the WHS model legislation in consultation with Safe Work Australia Members and agreed by WHS ministers. Our work:

- reduces the incidence of work-related death, injury and illness
- improves outcomes for injured workers and their employers
- uses our collective influence to increase knowledge and awareness of WHS and workers' compensation, and
- ensures robust WHS and workers' compensation research, analysis and data.

Part 1 – Overview

Chief Executive Officer's year in review

It is my pleasure to present my second annual report as CEO of Safe Work Australia.



This report reflects a year of consolidation and progress in 2024–25, my first full reporting year in the role. Safe Work Australia's achievements over the past 12 months have been incredibly rewarding to witness firsthand and are a testament to the dedication of our staff and the commitment of Safe Work Australia Members to our vision of healthier, safer and more productive workplaces.

In a year when Australia ratified the last of all 10 International Labour Organization Fundamental Conventions – which together recognise workplace health and safety as a fundamental principle and right – Safe Work Australia's role as the national policy body for WHS and workers' compensation is more crucial than ever. Australia is responding to new hazards and risks – driven by industry growth in emerging sectors of the economy, as well as shifts in the labour market and changes in how we work. These changes and challenges require strong national leadership and coordination. They also require us to continue to provide a compelling evidence base and maintain our commitment to collaboration so that our policy work can have practical impacts and be effective where it matters most, in workplaces. Australia's 14.6 million workers, the businesses and employers who engage and employ them, their families and communities demand no less.

The year commenced with the engineered stone ban coming into effect on 1 July – a world-leading initiative driven by research and consultation led by Safe Work Australia in response to rising numbers of silicosis cases in those working with engineered stone. We have worked closely with Members to develop additional regulations and guidance to ensure the safety of those working with other silica-containing products. In early 2025 we commenced a review of the ban to assess its effectiveness. The review underscores our commitment to continuous improvement and evidence-based policy and was delivered to WHS ministers in July 2025.

This year also saw the release of our new Research and Evaluation Strategy. The strategy builds on the foundations laid by the Australian Work Health and Safety Strategy 2023–2033 and the National Return to Work Strategy 2020–2030, and aims to drive thought leadership, build the evidence base for Safe Work Australia’s workplan, and enhance national value by supporting the translation of evidence into practical outcomes. Our inaugural Research Summit in the second half of 2025 will bring together researchers, unions, industry associations and Safe Work Australia Members to explore current research priorities and gaps and find ways to work together with the research community. The outcomes of the summit will inform our WHS and workers’ compensation research agenda in the coming years.

While we look to the future, we cannot lose sight of pressing challenges affecting safety at work today. In September 2024 we published a report highlighting a concerning rise in workplace violence and aggression. Using Australian Bureau of Statistics and People at Work survey data, the report found a 56% increase in serious workers’ compensation claims for assault and exposure to violence over the past 5 years. Notably, claims made by women for physical violence rose by 73% over the last decade, compared to a 33% increase among men. These are more than numbers – they are real people facing unacceptable risks in their workplace.

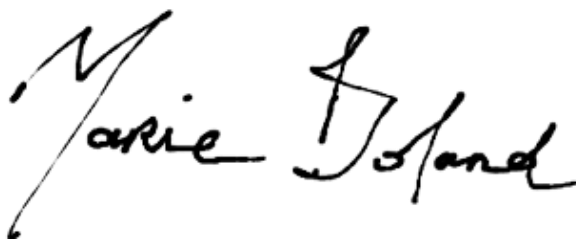
In August 2024, WHS ministers agreed to a series of recommendations to improve incident notification provisions in the model WHS Act. The changes will provide clarity in relation to existing provisions, as well as addressing gaps in the current notification requirements, particularly in relation to psychosocial hazards and psychological harm, including serious workplace violence and work-related suicide. We are developing guidance, including a comprehensive handbook, to help duty holders understand their notification duties under the revised framework. This guidance has been informed by a public consultation process that received over 300 responses, ranging from small businesses to major international businesses operating in Australia. This strong response highlights the importance of listening to diverse perspectives to inform and shape our policy work, and it will ensure the guidance produced meets the needs of both employers who have notification duties and regulators who will need to respond to the new notifications.

2025 marked the halfway point for the National Return to Work Strategy 2020–2030. Our mid-term review showed that while there has been progress in some areas, others have shown little change or are moving in the wrong direction, including an overall decrease in injured or ill workers staying in or

returning to good work. Safe Work Australia Members will meet in September to discuss what more we can do to support consistency and improved outcomes in workers' compensation.

Since I was involved in supporting the South Australian version of the model WHS Act through that jurisdiction's Parliament in 2012 I have remained a true believer in the harmonisation project! Nationally consistent WHS laws make it easier for employers to understand and meet their duties no matter where in Australia they operate. They also ensure that every worker, no matter where they work, has the same rights and protections. Much has changed since 2012 and since 2018, when the last comprehensive review of the model WHS laws was undertaken, with new and emerging business models, industries and hazards. Now is a good time to take stock of the current state of the model WHS laws and consider how we can strengthen and maintain harmonisation. To this end, WHS ministers have tasked Safe Work Australia with conducting a best practice review of the model WHS laws. This review will assess jurisdictional deviations, examine relevant inquiries, and make recommendations to ensure our model WHS laws remain consistent across jurisdictions and continue to represent best practice. This is a very exciting and a very important project. We will deliver the report of the review to WHS ministers in mid-2026.

I am grateful for the continued support and dedication of Safe Work Australia Members, the hard work and commitment of staff at Safe Work Australia, and the generosity of our stakeholders, who continue to meet with us and share their expertise and experience of WHS and workers' compensation policy and regulation in action. Together, we continue to drive meaningful change to ensure safe and healthy work for all Australians.

A handwritten signature in black ink, reading "Marie Boland". The signature is fluid and cursive, with a large initial "M" and "B".

Marie Boland
Chief Executive Officer

Agency overview

Role and functions

Safe Work Australia is a statutory agency established under the *Safe Work Australia Act 2008* (Cth) (the SWA Act) and a non-corporate entity under the *Public Governance, Performance and Accountability Act 2013* (Cth).

We have an important national role to achieve significant and continual reductions in the incidence of work-related death, injury and illness, and to improve outcomes for injured workers.

Our functions, as set out in section 6 of the SWA Act, include:

- developing, evaluating and revising national WHS and workers' compensation policies and strategies
- monitoring and improving the model WHS legislative framework and developing supportive WHS materials
- improving workers' compensation arrangements and promoting national consistency
- collecting, analysing and publishing national data
- conducting and publishing research
- developing national education and communication strategies and initiatives
- working collaboratively with the Commonwealth, states and territories and other national and international bodies, and
- advising WHS ministers on national WHS and workers' compensation policy matters.

We perform these functions in accordance with our Corporate Plan and Operational Plan. The plans are agreed annually by WHS ministers and published on the Safe Work Australia website. See appendices 1 and 2 for copies of our Corporate Plan and Operational Plan.

Safe Work Australia does not regulate WHS laws or workers' compensation arrangements. The Commonwealth, states and territories have responsibility for compliance with and enforcement of WHS laws and administering workers' compensation schemes in their respective jurisdictions.

Safe Work Australia is a tripartite body representing the interests of the Commonwealth, states and territories, as well as those of workers and industry. This governance model brings together and recognises varying views and interests to ensure effective national policy and strategies to improve WHS and workers' compensation outcomes.

There are 15 Safe Work Australia Members.

In this report, Part 2 – Our Minister and Members provides more information about Safe Work Australia Members.

Our Members are supported by an average of just over 100 Australian Public Service employees, primarily located in Canberra. In this report, Part 5 – Our organisation contains more information about the agency.

Outcome administered by the agency

The agency administers one outcome:

Healthier, safer, and more productive workplaces through improvements to Australian work health and safety and workers' compensation arrangements.

Under this outcome the agency administers one program: Reform of and improvements to Australian WHS and workers' compensation arrangements.

This program contributes to the outcome by ensuring the innovative development of evidence-based policy, which is central to ensuring improved workplace safety and compensation outcomes.

Authority

Marie Boland was Safe Work Australia's CEO and accountable authority of the entity for the period of this report. The CEO is appointed under the SWA Act and performs their functions in accordance with this Act. Staff who support Safe Work Australia are engaged under the *Public Service Act 1999* (Cth).

Funding

Safe Work Australia is jointly funded by the Commonwealth, state and territory governments through the Intergovernmental Agreement for Regulatory and Operational Reform in Occupational Health and Safety and the SWA Act.

Performance

We perform our functions in accordance with our Corporate Plan and Operational Plan, which are agreed annually by WHS ministers. Our planned performance is identified in the Portfolio Budget Statements and our actual performance is described in the annual performance statement in Part 3 – Our performance.

Outsourcing key functions

As a small agency, Safe Work Australia leverages arrangements with other Commonwealth agencies to supplement internally resourced corporate functions.

A memorandum of understanding (MoU) with the then Department of Education, Skills and Employment commenced in July 2018 to deliver services including information technology (IT) support, IT security, IT infrastructure and storage, telecommunications and mail services. This MoU was in place until 30 June 2024 and was extended for a further 3 years to 30 June 2027. Two additional MoUs were signed with the department in 2024–25 for the provisioning of desks for SWA staff in DEWR state offices, for a period of 12 months.

The Department of Finance’s Service Delivery Office provides Safe Work Australia with enterprise resource planning system services and human resource services, including payroll.

The agency also has an MoU with the Australian Competition and Consumer Commission to sublease premises at Level 7, 2 Phillip Law Street, New Acton, Canberra.

Part 2 – Our Minister and Members

A word from the Chair



Safe Work Australia's outcome is healthier, safer, and more productive workplaces through improvements in Australian work health and safety and workers' compensation arrangements.

I am honoured to have been appointed Chair of Safe Work Australia in February 2025 and to work with Safe Work Australia Members, supported by the agency staff, to achieve this outcome. Throughout my career, I have championed our shared vision of every worker going home from work safe and well.

I commend the leadership of Joanne Farrell, who served as Safe Work Australia Chair from February 2022. Under Joanne's leadership, Safe Work Australia had significant achievements, including the development of national WHS guidance during the COVID-19 pandemic and supporting the implementation of the engineered stone ban. I know Safe Work Australia Members appreciated Joanne's leadership and judgement and I thank her for her commitment and work.

In the short time I've been Chair, I have been impressed with the collegiate approach of Safe Work Australia Members to advance worker safety and with the agency's professionalism and skill in delivering our important work. Our tripartite structure operates effectively and ensures a wide range of perspectives are captured when making decisions – a strength I consider invaluable to the national policy work led by the agency.

I have observed the vital role that Safe Work Australia plays in compiling and analysing national WHS and workers' compensation data. Bringing this data together allows us to share valuable insights with Members, employers and the broader community to help improve health and safety outcomes. This year, Safe Work Australia published 2 insights reports in a new series that looks at the WHS risk profiles of certain occupations – the first was electricians and the second was the nursing, care and support workforce. By combining Safe Work Australia's data with census data, these profiles help

illustrate the nature of risks these occupations most frequently encounter while performing their duties.

Focused reports like these complement the agency's flagship data publication, *Key work health and safety statistics Australia*, which provides a national snapshot of workplace fatalities, injuries and illnesses, using the latest available data and identifying key trends and insights.

I have been impressed by the leadership Safe Work Australia has shown in developing national guidance on new WHS challenges. Climate change is driving growth in the renewable energy sector, and with industry growth comes the potential for the emergence of new hazards. In response to this, Safe Work Australia published a guide to managing the risks of rooftop solar installation. The guide not only addresses an emerging issue in a growing industry but also provides guidance on WHS risk management across the rooftop solar panel supply chain – including manufacturers, importers and retailers, as well as installers.

Safe Work Australia has also progressed work on new model Codes of Practice that outline best-practice WHS risk management that meets the standards set by our WHS laws, with codes on fatigue and biological hazards in development. The industry-focused model Code – for the healthcare and social assistance industry – was developed this year and widely welcomed by that industry. It is an important step in adapting the code of practice approach from hazard focused to industry focused and using plain English language to explain legal terms. I look forward to the progression of these new model Codes.

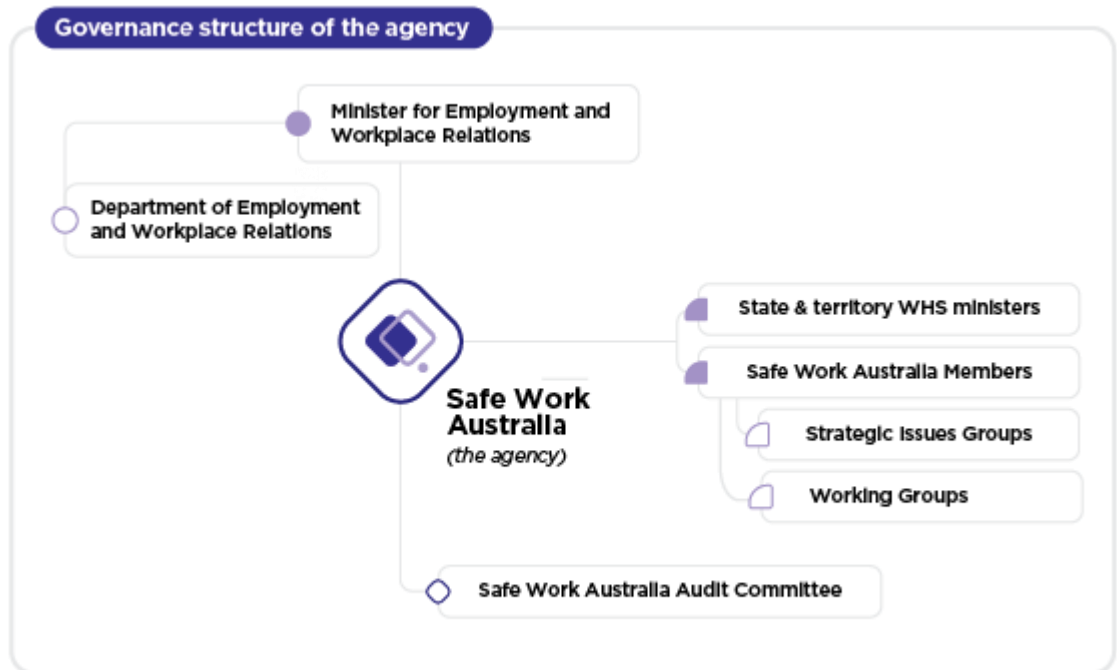
I am also looking forward to working with Marie, the Safe Work Australia staff and Safe Work Australia Members to advance work health and safety and workers' compensation improvements in the years to come.

A handwritten signature in black ink, appearing to read 'Tony Maher', with a stylized, cursive script.

Mr Tony Maher

Chair, Safe Work Australia

Governance structure



Our Minister

The agency sits within the Employment and Workplace Relations portfolio. The Employment and Workplace Relations portfolio is responsible for skills, vocational and employment pathways; workplace relations; WHS; and rehabilitation and compensation. Safe Work Australia reported to the following Ministers for Employment and Workplace Relations in the reporting period:

- the Hon Tony Burke MP
- Senator the Hon Murray Watt, and
- the Hon Amanda Rishworth MP.

Safe Work Australia Members

The *Safe Work Australia Act 2008* (SWA Act) establishes Safe Work Australia and sets out how our tripartite Members are appointed. There are 15 Safe Work Australia Members:

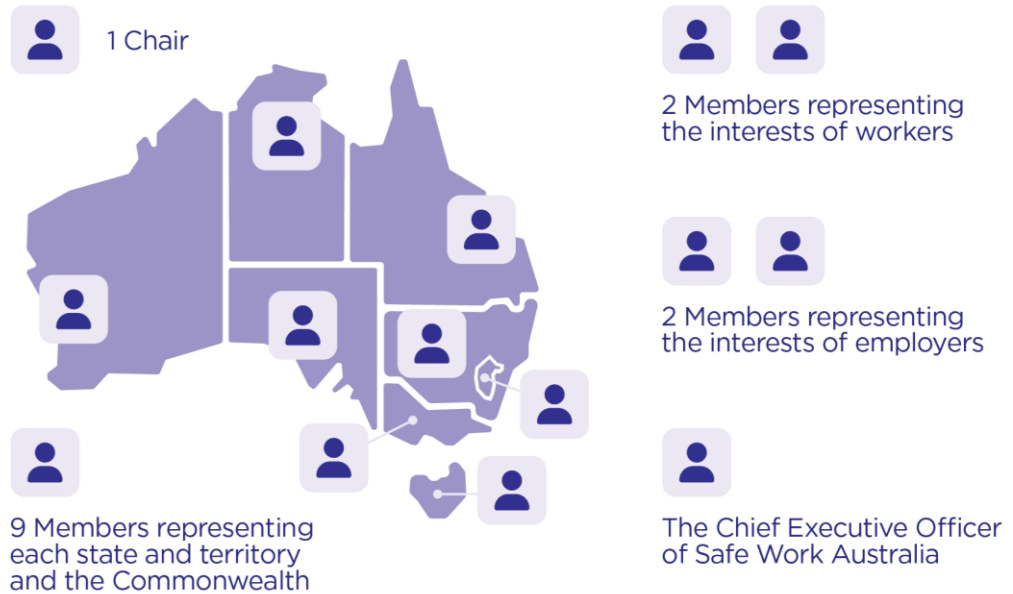
- the Chair
- one Member representing the Commonwealth
- 8 Members each of whom represents a particular state or territory
- 2 Members representing the interests of workers
- 2 Members representing the interests of employers, and
- the CEO of Safe Work Australia.

Commonwealth, state and territory Members are nominated by and report to their respective WHS ministers – that is, ministers with responsibility for WHS in their jurisdictions. Members representing the interests of workers and employers are nominated by their corresponding authorised body. All nominated Members are appointed in writing by the Minister for Employment and Workplace Relations for a maximum term of 3 years. Members may be reappointed for additional terms.

The SWA Act outlines the authority and voting arrangements of Members. For matters relating to the model WHS legislative framework, a decision is made by a two-thirds majority of the votes of the voting Members present and voting; and a majority of the votes of all the voting Members who represent the Commonwealth, states and territories. Matters not relating to the model WHS legislative framework are decided by a two-thirds majority of the votes of the voting Members present and voting.

Safe Work Australia's Members:

We have **15 members** including:



Our Members

Tony Maher – Chair

Tony Maher has been a leading advocate for workplace health and safety for almost 3 decades. As General President of the Mining and Energy Union (MEU) since 1998, he has championed safer working conditions across the resources sector, engaging with Commonwealth and state governments to shape legislation, standards, and codes of practice.

He previously served as a director of Coal Services Pty Ltd (2001–2005) and was a member of the NSW Mine Safety Advisory Council (2002–2005), contributing to key safety reforms.

Tony has led the MEU's international engagement with a particular focus on supporting mineworkers in developing economies to lift safety standards. He has also played an important national role in energy transition policy, ensuring workers and communities aren't left behind as industries evolve. In 2024, Tony was appointed to the board of the Net Zero Economy Authority, in recognition of this expertise.

Appointed Chair of Safe Work Australia in 2025, Tony brings deep experience in industrial advocacy, policy development and tripartite collaboration to the role.

Marie Boland – CEO

Marie Boland has been the CEO of Safe Work Australia since 1 November 2023.

Marie's WHS experience spans many roles, including completing the 2018 National Review of the model WHS laws (Boland Review), and as Executive Director of SafeWork SA from 2015 to 2017.

Marie is a Member of Safe Work Australia and its subsidiary committees and a Commissioner of the Safety, Rehabilitation and Compensation Commission. She is a member of the Respect@Work Council and the G20 Occupational Safety and Health Expert Network and an observer on the Heads of Workplace Safety Authorities and the Heads of Workers' Compensation Authorities.

Before joining Safe Work Australia, Marie offered independent WHS and workplace relations consultancy services. Marie was the 2021 Inaugural Thinker in Residence at the University of South Australia's Psychosocial Safety Climate Global Observatory. Marie holds a Bachelor of Arts (Hons) and Master of Arts from University College, Dublin, and a Bachelor of Laws (Hons) from the University of Adelaide.

Jody Anderson – Commonwealth

Jody Anderson is a First Assistant Secretary at the Department of Employment and Workplace Relations within the Workplace Relations Group, and is also the Commonwealth representative of the Safety, Rehabilitation and Compensation Commission.

Jody commenced these roles in 2018. Prior to this role, Jody held a number of senior executive positions within the portfolio, leading strategic policy and implementation.

Jody has over 20 years of industrial relations experience in the public service, including extensive international policy and representational experience, leading Australia's engagement with the International Labour Organization (ILO) for a number of years. She has also worked as an industrial relations practitioner in the Commonwealth and the ACT Public Service.

Jody has a Bachelor of Arts, Administration (University of Canberra), and a Graduate Diploma in Employment Relations (University of Canberra).

Trent Curtin – New South Wales

As at 30 June 2025, Trent was the Acting Deputy Secretary and Head of SafeWork NSW, bringing over 2 decades of experience in improving community safety to his role.

Trent embarked on his career in 1999 with the Metropolitan Fire Brigade (MFB) in Melbourne, where he served as a firefighter before advancing to strategic roles, then continuing his focus on community safety, joining Fire and Rescue NSW in 2020. Throughout his career, Trent has been instrumental in leading major emergency responses, from industrial and high-rise building fires to devastating bushfires and floods. His proactive approach extends to collaborating with regulators, industry bodies and community groups to mitigate community safety risks.

At SafeWork NSW, Trent led a program of major reform to ensure NSW has a strong, modern and fit-for-purpose work health and safety regulator focused on securing safer and healthier workplaces for all workers across NSW. Trent is committed to fostering inclusive and diverse workplace cultures. He holds a Bachelor of Science and Master of Business Administration and is a graduate of the Australian Institute of Company Directors.

Joe Calafiore – Victoria

Joe was WorkSafe Victoria's CEO from October 2023 until February 2025 and was responsible for occupational health and safety regulator and workplace injury insurance.

Prior to WorkSafe, Joe worked at Victoria's Transport Accident Commission (TAC) for 15 years, where he was the CEO for 8 years. During his tenure serious trauma reduced and the scheme was returned to a strong and sustainable basis.

Joe has also served as Senior Political Advisor in a number of challenging portfolios including WorkCover, Finance, Industrial Relations, Transport, Police and Emergency Services.

He holds a Masters of Commerce from the University of Melbourne and is the former Chair of the Kardinia Park Stadium Trust in his home town of Geelong.

Andrea Fox – Queensland

Andrea Fox's career has spanned the public sector in Queensland, as well as working for a non-government organisation and teaching in the university sector. Andrea is genuinely committed to the principles of collaborative policy design, knowing that enduring and effective policy solutions are only

devised when crafted with those affected by them. She has policy making experience working with a diverse range of industries including WHS, industrial relations, vocational training, transport, energy, natural resources, and child protection reform.

Since 2017, Andrea has focused on WHS. She is the Queensland Member of Safe Work Australia and a member of the Strategic Issues Group of Safe Work Australia, where she contributes to the national development of WHS policy. Andrea has also chaired a number of tripartite steering groups for collaborative policy development and regulation setting across construction, agriculture and psychosocial hazards.

Andrea is an advocate for reconstructing growth economics away from GDP and towards the reconciliation of economics with ecology. Andrea holds a Bachelor of Economics, as well as a Masters in Social Science (Economics) from the University of Queensland.

Sally North – Western Australia

Sally North is the WorkSafe Commissioner in Western Australia. In this role she is the work health and safety regulator for the resources and general industries sectors. Commencing as an inspector, Sally has over 20 years' experience at WorkSafe in operational and leadership roles. She is involved in state and national committees and working groups on work health and safety, and has qualifications in chemistry, occupational safety and health, occupational hygiene and business administration.

Sally values the opportunity to make a difference to the community through WorkSafe's education, support and compliance teams and through collaborating with stakeholders.

Glenn Farrell – South Australia

Glenn Farrell is the Executive Director at SafeWork SA.

His career began in mechanical engineering within the aerospace industry in England, where he spent 15 years working for Rolls Royce, a manufacturer of industrial, commercial and defence jet aircraft engines.

Glenn's move to Australia secured him a role at SafeWork SA and for over 20 years he has worked across all areas of the regulator, developing and implementing successful processes and delivering successful enforcement outcomes.

His extensive experience in world-class processes in the UK and operating in a regulatory environment has enabled him to provide compliance,

investigative, technical and educational support services to a variety of stakeholders and become the state's WHS regulator.

Glenn is South Australia's representative at the Heads of Workplace Safety Authorities and Safe Work Australia.

Robyn Pearce – Tasmania

Robyn Pearce is the former Executive Director at WorkSafe Tasmania.

Robyn's pathway to WorkSafe Tasmania was through strategic human resource management and industrial relations in the public sector, with a focus on electricity supply and emergency services. Robyn led the introduction of strategic work health and safety frameworks in Tasmania Fire Service and chaired the Australasian Fire and Emergency Services Work Health and Safety Group. Robyn was the industry lead end user for the occupational health and safety research program for the inaugural Bushfire Cooperative Research Centre.

Robyn's particular interest and passion lies in leveraging organisational behaviour to achieve safer workplaces for industry and workers through positive and collaborative working relationships.

Peggy Cheong – Northern Territory

Peggy Cheong is the former Executive Director of NT WorkSafe and was responsible for the regulation and administration of WHS, dangerous goods, electrical safety, and workers' compensation and rehabilitation laws in the Northern Territory.

Peggy is an experienced litigation lawyer and accredited mediator, with nearly 30 years of substantial experience mostly in the areas of regulatory compliance, WHS, workers' compensation, and employment law. She has held various roles within the Northern Territory legal sector, including as a long-time member and president of the Council of the Law Society of the Northern Territory, a board member of the Darwin Community Legal Services Inc., and a volunteer at the Top End Women's Legal Service. Prior to joining NT WorkSafe, she was the Deputy Chair of the NT Workers' Rehabilitation and Compensation Advisory Committee.

Peggy holds a Bachelor of Science Degree from the University of Western Australia and a Bachelor of Law Degree from the University of Queensland. With her extensive experience and strong community focus, Peggy was pivotal in guiding the WHS systems in the Northern Territory.

Michael Young – ACT

Michael Young was appointed as a Safe Work Australia Member in May 2015. He is the Executive Group Manager of the ACT Government Workplace Safety and Industrial Relations office, where he is responsible for the Territory's industrial relations, workers' compensation and work safety regulatory frameworks.

Michael Young is a personal injury management professional with over 15 years' experience in senior workers' compensation and work safety regulatory roles. Michael plays an important role in delivering effective return to work and injury management services for the ACT Government.

Liam O'Brien – Australian Council of Trade Unions

Liam O'Brien was re-elected as Assistant Secretary at the Australian Council of Trade Unions (ACTU) Congress in July 2024.

Before joining the ACTU Liam was the Victorian Assistant Secretary and National Vice-President of the Australian Workers' Union (AWU). It was there where he fought for the rights of workers across the diverse range of industries that the AWU represents. As a national official he led the AWU's work in the aluminium, aviation, glass and construction sectors.

As ACTU Assistant Secretary Liam is responsible for leading the movement's policy, industrial and campaigning work on WHS and workers' compensation matters. Liam is passionate about the rights of all workers to have safe, healthy and decent work, and is a Member of Safe Work Australia and the Asbestos and Silica Safety and Eradication Council.

Liam is also responsible for the skills and vocational education and training (VET) portfolio at the ACTU and is the Deputy Chair of the Jobs and Skills Australia Ministerial Advisory Board.

Melissa Payne – Australian Council of Trade Unions

Melissa is the Assistant National Secretary of the Community and Public Sector Union (CPSU).

Through her time at the CPSU Melissa has held a number of positions and overseen industrial and organising campaigns.

Melissa has also had responsibility for industrial outcomes, including workplace health and safety, extensive representation of injured workers, workers' compensation matters, and other industrial matters affecting members.

Melissa has worked across all areas of the CPSU, including the federal public sector, telecommunications, broadcasting, and private sector industries since 2003, and is a Commissioner on the Safety, Rehabilitation and Compensation Commission.

Rebecca Sostarko – Australian Chamber of Commerce and Industry

Rebecca Sostarko is Director of Work, Health and Safety at the Australian Chamber of Commerce and Industry (ACCI), where she leads national advocacy on WHS, workers' compensation and associated regulatory reform.

She currently serves on several key WHS-related committees, including the Asbestos and Silica Safety and Eradication Council, Australian Industrial Chemicals Introduction Scheme, and co-chairs the National Employers' WHS Forum.

Prior to her current role, Rebecca worked in WHS policy for almost 10 years at Master Builders Australia, where she sat on a number of national consultative committees, such as those facilitated by the Australian Building and Construction Commission, Office of the Federal Safety Commissioner, Asbestos Safety and Eradication Agency, Fair Work Commission and Standards Australia.

Rebecca holds a Masters of Juris Doctor (UC), a Graduate Diploma in Legal Practice (ANU) and is admitted as a Barrister and Solicitor in the Australian Capital Territory.

Prior to working in policy and advocacy, Rebecca practiced as a Construction Dispute Resolution lawyer and tutored in Construction Law at the University of Canberra. She was also the director of a family-owned building company for over a decade, which provided her with an in-depth understanding of the building industry and associated regulatory issues and challenges faced by small businesses.

Tracey Browne – Australian Industry Group

Tracey Browne is Manager, National Safety and Workers' Compensation Policy and Membership Services for the Australian Industry Group. Tracey commenced her tenure as a Member in 2018 but has represented Australian Industry Group on all of the agency's Strategic Issues Groups since their inception.

Before joining Australian Industry Group, Tracey held senior positions within the manufacturing sector in Human Resources, WHS and workers' compensation. Tracey holds a Bachelor of Business (Personnel

Management), Graduate Diploma in Occupational Hazard Management, and a Master of Applied Science in OHS.

In her role with Australian Industry Group, Tracey provides advice and training to employers in WHS and workers' compensation, across all Australian jurisdictions, and brings her broad range of practical knowledge to her representation role at a national and jurisdictional level.

Safe Work Australia Member meetings

The SWA Act requires Safe Work Australia Members to meet a minimum of 3 times over the reporting period. In 2024–25, Safe Work Australia Members met on 10 occasions, including:

- 6 Members' workshops including a strategic planning workshop and workshops on silica, dispute resolution, the best practice review and the agency's research summit (quorum met):
 - 12 September 2024
 - 5 December 2024
 - 6 March 2025
 - 18 June 2025
 - 5 February 2025
 - 18 February 2025
- 4 regular scheduled meetings (quorum met):
 - 12 September 2024
 - 5 December 2024
 - 6 March 2025, and
 - 18 June 2025.

Over the reporting period, Members achieved a range of outcomes. These included:

- progressing agreed amendments to the incident notification provisions, alongside the development of detailed guidance to support implementation
- supporting the implementation of the engineered stone prohibition and the additional regulation of crystalline silica substances, including a review of the prohibition to ensure it is operating effectively
- developing the model Code of Practice on managing risks of respirable crystalline silica in the workplace, subsequently approved by a majority of WHS ministers

- developing the model Code of Practice: Healthcare and social assistance industry, subsequently approved by WHS ministers
- recommending a new model Code of Practice: Managing the risk of fatigue at work to WHS ministers for publication
- developing a proposed national approach to workers' compensation and the gig economy
- progressing development of the model Code of Practice for biological hazards (which includes infectious diseases)
- agreeing to progress a further comprehensive package of reforms to crane licences (phase 2), including new crane licences, increased training requirements for trainee crane operators, the removal of crane licence capacity thresholds, and a range of other changes to existing crane high risk work licences
- recommending the report of the mid-term review of the National Return to Work Strategy 2020–2030 to WHS ministers for publication
- agreeing to develop guidance and undertake communications activities to address gender-based violence in the workplace
- progressing the best practice review of the model WHS laws, subject to WHS ministers' agreement to the terms of reference
- recommending to WHS ministers an immediate reduction to the workplace exposure standard for aluminium (welding fumes) to better protect workers
- recommending to WHS ministers to develop policy proposals to improve the regulation of crowd platforms and software under the model WHS laws
- recommending an approach to WHS ministers to improve practical dispute resolution processes under the model WHS laws
- delivering new data insights, including through implementation of a redesigned National Return to Work Survey and a new Australian Worker Exposure Survey, and
- approving publication of the new Safe Work Australia Research and Evaluation Strategy.

Members also considered a range of matters out of session.

Safe Work Australia Strategic Issues Groups

Safe Work Australia has 2 committees, known as Strategic Issues Groups (SIGs), to assist in the performance of its functions: SIG-WHS and SIG-

Workers' Compensation. These committees are established under section 60 of the SWA Act.

These groups provide advice and recommendations to assist Safe Work Australia and are collaborative forums to share data, evidence and research insights. Secretariat support for each SIG is provided by the agency. Each SIG is tripartite and reflects Safe Work Australia's membership. SIG representatives are nominated by their respective Safe Work Australia Member.

SIG-WHS

SIG-WHS assists Safe Work Australia in performing its functions regarding WHS matters. No SIG-WHS meetings were required in 2024–25.

Table 1: SIG-WHS members as at 30 June 2025

Member	Membership
Ellen Lukins	Co-Chair
Liam O'Brien	Co-Chair
Jennifer Low	Western Australia
Andrea Fox	Queensland
Elizabeth de Hoog	Commonwealth
Rebecca Sullivan	Australian Capital Territory
Clarence Brown	New South Wales
Zie Devereux-Martyn	Tasmania
Sam Jenkin	Victoria
Brett Pfeffer	South Australia
Daniel McElholum	Northern Territory
Leigh Thredgold	Australian Industry Group
Rebecca Sostarko	Australian Chamber of Commerce and Industry
Claire King	Australian Council of Trade Unions
Veronica Black	Australian Council of Trade Unions
Angela Wallbank	Safe Work Australia

SIG-Workers' Compensation

SIG-Workers' Compensation assists Safe Work Australia in performing its functions regarding workers' compensation matters. In 2024–25, SIG-Workers' Compensation convened on 3 occasions: 23 July 2024, 14 November 2024 and 18 March 2025.

Table 2: SIG-Workers' Compensation members as at 30 June 2025

Member	Membership
Darren Parker	Chair
Tracey Browne	Australian Industry Group
Rebecca Sostarko	Australian Chamber of Commerce and Industry
Jack Kenchington-Evans	Australian Council of Trade Unions
Nate Tosh	Australian Council of Trade Unions
Michael Young	Australian Capital Territory
Kerry Barnaart	Northern Territory
Kevin Gillingham	Western Australia
Janene Hillhouse	Queensland
Rachel Thomas	Commonwealth
Christian Fanker	New South Wales
Damian Davidson	Tasmania
Brendan Rowbotham	Victoria
Samantha Jones	South Australia
Martin Horrocks	Comcare
Angela Wallbank	Safe Work Australia

Reference groups

In addition to the following standing reference groups, Safe Work Australia convenes a range of time-limited working groups to progress key projects drawing on a range of external expertise. The valuable contributions and expertise of key stakeholders are outlined in the Collaboration section of this report.

Communications Reference Group

The Communications Reference Group (CRG), made up of communication representatives from all Safe Work Australia Member organisations, shares information on communication activities, education and awareness-raising campaigns, and findings of communication research. The group also explores opportunities to work together to deliver consistent national messages about WHS and workers' compensation topics. The CRG is chaired by Safe Work Australia.

Four CRG meetings were held during 2024–25. They focused on updating members about Safe Work Australia communication initiatives, sharing jurisdictional communication activities and discussing topics of national interest from a communication perspective – for example, the transition to the workplace exposure limits.

The agency worked with the CRG on the development of national communication campaigns in 2024–25, such as those for the engineered stone ban, National Safe Work Month, World Day for Safety and Health at Work, and Workers' Memorial Day, as well as the agency's social audience research project to gather information about Safe Work Australia's target audiences.

Offshore WHS Regulations Stakeholder Reference Group

The Department of Industry, Science and Resources has established the Stakeholder Reference Group to identify opportunities to further harmonise the offshore safety regime with the model WHS laws, where appropriate and where equal or better safety outcomes can be achieved. Safe Work Australia is participating in the group as a key stakeholder.

Other contributing roles

Safe Work Australia is represented on several important forums, including those discussed below, and provides them with advice and support.

Australian Centre for Disease Control Interdepartmental Committee

The then Department of Health and Aged Care established an interdepartmental committee (IDC) including senior officials from across the Commonwealth Government to support the establishment of the Australian Centre for Disease Control. Branch Manager, Dr Rebecca Newton, represented Safe Work Australia on the IDC until its closure in November 2024.

Federal Safety Commissioner’s Australian Government Agency Reference Group

The Federal Safety Commissioner’s Australian Government Agency Reference Group (AGARG) promotes the sharing of information, facilitates feedback from client agencies and provides advice to the Federal Safety Commissioner on the Australian Government Building and Construction WHS Accreditation Scheme and its operations. AGARG members are drawn from Commonwealth agencies and Commonwealth corporate entities that are major clients of the building and construction industry.

First Responder Mental Health Working Group

The First Responder Mental Health Working Group is managed by the Department of Employment and Workplace Relations and was reconvened in May 2024 by WHS and workers’ compensation ministers as part of the Australian Government’s response to the Senate Education and Employment References Committee’s inquiry into the mental health of first responders. The working group considers and progresses measures to improve the mental health and psychological safety of first responders nationally. This includes progressing the recommendations of the committee’s report, *The people behind 000: Mental health of our first responders*, and implementing the National Approach for Presumptive Liability for First Responders with Post-traumatic Stress Disorder, which was developed by the working group and unanimously endorsed by WHS ministers in 2022. Safe Work Australia is an observer on the working group.

G20 Network on Safe and Healthy Workplaces

The G20 Network on Safe and Healthy Workplaces, commonly known as the G20 OSH Expert Network, contributes to improving communication, coordination and information sharing between G20 countries in line with ministerial declarations and leader expectations. The network facilitates better communication among country experts, representatives of international organisations, businesses and workers.

Heads of Workers' Compensation Authorities

The Heads of Workers' Compensation Authorities (HWCA) is a group comprising representatives of the jurisdictional bodies responsible for the regulation and administration of workers' compensation in Australia and New Zealand. HWCA promotes and implements best practice in workers' compensation arrangements in the areas of policy and legislative matters, regulation and scheme administration. Safe Work Australia's CEO attends HWCA meetings as an observer.

Heads of Workplace Safety Authorities

The Heads of Workplace Safety Authorities (HWSA) is made up of representatives from WHS regulators across Australia and New Zealand. They work together to promote and implement best practice in WHS in the areas of policy and legislative matters, education and enforcement. Safe Work Australia's CEO attends HWSA meetings as an observer.

Mentally Healthy Workplaces Australia – Establishment Partner Committee

The Establishment Partner Committee is made up of partners from across industry, unions, peak bodies, policymakers, government, researchers, regulators, insurers and others with an interest in creating mentally healthy workplaces in Australia. The objective is to establish a National Centre for Workplace Mental Health and Wellbeing to address gaps and enhance opportunities for improving workplace mental health, safety, wellbeing and productivity for working Australians and organisations. Safe Work Australia is a non-financial establishment partner.

Respect@Work Council

The Respect@Work Council brings together leaders from relevant bodies and sectors to consider how existing frameworks can be better used to prevent and respond to workplace sexual harassment, promote safer workplaces and reduce undue burden on employers and victims of workplace sexual harassment.

Retail Employee Safety Council

The Retail Employee Safety Council is a tripartite alliance between unions, employers and government that aims to address the increasing prevalence and severity of unacceptable behaviour in the retail sector, which is having a significant impact on the physical and mental health of workers in retail and fast food. Safe Work Australia's CEO is the independent Chair of the Council.

Safety, Rehabilitation and Compensation Commission

The Safety, Rehabilitation and Compensation Commission (SRCC) is a statutory body that administers the regulatory functions of the *Safety, Rehabilitation and Compensation Act 1988* (Cth) (SRC Act), other than those ascribed to Comcare in the SRC Act. The SRCC is the issuing authority and regulator of self-insurance licences under the SRC Act. As part of this, the SRCC has the power to set standards for the rehabilitation and WHS performance of self-insured licensees and must be satisfied that licence applicants can meet these standards.

United Nations Sub-Committee of Experts on the Globally Harmonized System of Classification and Labelling of Chemicals

Safe Work Australia is the lead agency for the implementation of the Globally Harmonized System of Classification and Labelling of Chemicals in Australia and heads the Australian delegation on the United Nations Sub-Committee of Experts on the Globally Harmonized System of Classification and Labelling of Chemicals.

General Assembly of the International Section of the International Social Security Organisation (ISSA) on Information for Prevention

Members of the General Assembly of the International Section of the ISSA on Information for Prevention include some of the major prevention institutes in the world, including in Canada, Europe and the United States. This section promotes a healthy and safe working environment through the development and dissemination of information and transfers its knowledge to partners in international and European organisations such as the ILO, the European Commission and the European Agency for Safety and Health at Work (EU-OSHA), and national organisations such as the Canadian Centre for Occupational Health and Safety.

Asbestos and Silica Safety and Eradication Agency – Senior Implementation Forum

The Asbestos and Silica Safety and Eradication Agency (ASSEA) Senior Implementation Forum has been established to drive progress of priority actions under the Asbestos National Strategic Plan and the Silica National Strategic Plan. It is made up of senior representatives of organisations that have lead actions under one or both national strategic plans, including from ASSEA, Australian Government departments, Heads of Workplace Safety Authorities, and jurisdictional governments. Safe Work Australia is represented by the CEO.

Silica Advisory Committee and Asbestos Advisory Committee

The Silica Advisory Committee and Asbestos Advisory Committee provide oversight and advice to ASSEA and the Asbestos and Silica Safety Eradication Council to support the implementation of the Silica National Strategic Plan 2024–2030 and Asbestos National Strategic Plan Phase 3 2024–2030, respectively. Both committees advise on awareness raising, research, evaluation and data initiatives for sectors, communities and occupations most at risk. Safe Work Australia is represented on both committees by Branch Manager, Dr Rebecca Newton.

Asbestos Diseases Society of South Australia

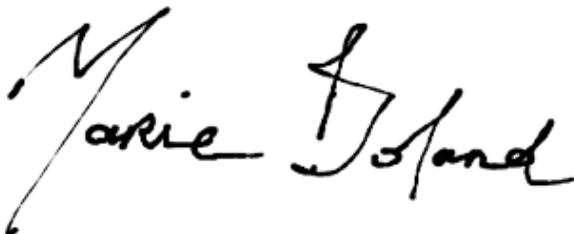
The Asbestos Diseases Society of South Australia was formed in response to gaps in service provision for asbestos victims and their families. Its services include assistance from qualified social workers, education services, and assistance obtaining legal advice. Safe Work Australia's CEO is an ambassador for the society.

Part 3 – Our performance

Annual performance statement

Statement of preparation

I, Marie Boland, as the accountable authority of Safe Work Australia, present the agency's 2024–25 annual performance statement, prepared for paragraph 39(1) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act). In my opinion, the annual performance statement is based on properly maintained records, accurately presents the agency's performance in the 2024–25 reporting period and complies with subsection 39(2) of the PGPA Act (section 16F of the PGPA Rule).

A handwritten signature in black ink that reads "Marie Boland". The signature is written in a cursive, flowing style.

Marie Boland, Chief Executive Officer

Safe Work Australia

2 October 2025

Performance overview

Table 3: Summary of performance results

Outcome		
As set out in the Portfolio Budget Statements 2024–25, the outcome statement for Safe Work Australia is:		
<i>Healthier, safer, and more productive workplaces through improvements to Australian work health and safety and workers’ compensation arrangements.</i>		
In 2024–25, Safe Work Australia continued to achieve this outcome. Our 4 performance measures (see Tables 4–7) are designed to achieve SWA’s outcome statement and directly relate to our performance in exercising our functions.		
We achieved all 4 of the performance targets set for 2024–25. We achieved this by collaborating closely with stakeholders to develop innovative, evidence-based national policy and supporting strategies that improve WHS and workers’ compensation arrangements and effect change in Australian workplaces.		
Performance measures	Planned performance results	2024–25 result
1. The activities identified in the Safe Work Australia Operational Plan are achieved.	75% of voting Safe Work Australia Members are satisfied with the achievements against the activities outlined in the 2024–25 Operational Plan.	Achieved
2. Safe Work Australia provides an inclusive tripartite forum for representatives of governments, workers and employers to collaborate on national WHS and workers’ compensation matters.	Safe Work Australia exceeds the minimum number of legislated Safe Work Australia Members’ meetings, convenes Strategic Issues Group meetings, and facilitates and engages in other workshops and fora.	Achieved

3. The WHS regulatory framework is strengthened through evidence-based improvements to the model WHS laws, policies, guidance material and information.	Safe Work Australia grows the evidence base for WHS and workers' compensation through compiling and publishing: • National Dataset for Compensation-based Statistics • Traumatic Injury Fatalities dataset • Comparative Performance Monitoring dataset • National Return to Work survey • Quad bikes dataset, and • the prosecutions repository. Safe Work Australia delivers improvements to the model WHS laws, policies, guidance material and information by ensuring they are evidence based, contemporary and developed through our tripartite arrangements.	Achieved
4. Education and awareness levels of WHS and workers' compensation are raised.	Education and awareness in persons conducting a business or undertaking is advanced through the development and promotion of resources, and education and awareness campaigns, including National Safe Work Month.	Achieved

Safe Work Australia's planned measures and targets for performance are listed in the Portfolio Budget Statements (PBS) only. Section 27 of the *Safe Work Australia Act 2008* (SWA Act) provides that, despite section 35 of the PGPA Act, Safe Work Australia's Corporate Plan must only include the outcomes to be achieved by Safe Work Australia and the strategies that are to be followed to achieve these outcomes. Accordingly, performance and other information specified for inclusion in the Corporate Plan by the PGPA Rule 2014 (section 16E) does not apply to the agency.

Performance results and analysis

This section outlines performance criteria targets, results, methodology and analysis related to Safe Work Australia's outcome.

Table 4: Performance measure 1

The activities identified in the Safe Work Australia Operational Plan are achieved		
Reference: Portfolio Budget Statements 2024–25, Budget Related Paper No. 1.6, 14 May 2024, pp. 205–207		
2024–25 target	2024–25 result	Previous result
75% of voting Safe Work Australia Members are satisfied with the achievements against the activities outlined in the 2024–25 Operational Plan.	Achieved 100%	Achieved 100%
Methodology: Survey of voting Safe Work Australia Members, July 2025		

Under section 4 of the SWA Act, Safe Work Australia is required to prepare an Operational Plan that outlines the activities it will undertake to achieve its outcomes for the year.

As part of the 2024–25 annual performance reporting cycle, a survey of the 14 voting Safe Work Australia Members was undertaken in July 2025. Members were asked to rate their level of satisfaction with Safe Work Australia’s achievements against the activities outlined in the 2024–25 Operational Plan.

Of the 14 Members surveys issued, 14 responses (100%) indicated they were either satisfied or very satisfied with Safe Work Australia delivering on the activities identified in the 2024–25 Operational Plan.

Respondents were satisfied that the agency delivered the activities identified in the Operational Plan 2024–25, acknowledging the agency’s continued high level of collaboration and consultation, transparent processes and responsive engagement. Members highlighted the strong progress and structured approach to finalising high-priority work, including the implementation of the engineered stone prohibition, incident notification provisions, the development of new model WHS Regulations and Codes of Practice, addressing fatigue and infectious diseases and a new code for the healthcare and social industry. Members also suggested the agency revisit how updates and other communication are provided to Members between meetings, with a view to streamlining processes.

Table 5: Performance measure 2

Safe Work Australia provides an inclusive tripartite forum for representatives of governments, workers and employers to collaborate on national WHS and workers’ compensation matters.

Reference: Portfolio Budget Statements 2024–25, Budget Related Paper No. 1.6, 14 May 2024, pp. 205–207

2024–25 target	2024–25 result	Previous result
Safe Work Australia exceeds the minimum number of legislated Safe Work Australia Members’ meetings, convenes Strategic Issues Group meetings, and facilitates and engages in other workshops and fora.	Achieved	Achieved
Methodology: Count of relevant meetings and confirmation of quorum, and review of key forums and workshops where the agency participated, based on internal information requests.		

Under the SWA Act, Safe Work Australia must convene at least 3 meetings of Members each financial year.

In 2024–25, Safe Work Australia Members met on 10 occasions:

- 6 Members’ workshops including a strategic planning workshop and workshops on silica, dispute resolution, the best practice review and the agency’s research summit (quorum met), and
- 4 regular scheduled meetings:
 - 12 September 2024 (quorum met)
 - 5 December 2024 (quorum met)
 - 6 March 2025 (quorum met), and
 - 18 June 2025 (quorum met).

The Strategic Issues Group – Workers’ Compensation met 3 times in 2024–25. Furthermore, 11 formal letters were sent to WHS ministers.

Safe Work Australia also convened key policy work through specialist groups such as the:

- Silica Policy Work Group
- Health Care and Social Assistance Working Group
- Crane Licence Working Group, and
- Lead Advisory Working Group.

Safe Work Australia is represented on several important fora (listed in alphabetical order), including:

- Asbestos and Silica Safety and Eradication Agency (ASSEA) – Senior Implementation Forum and advisory committees
- Australian Bureau of Statistics Labour Statistics Advisory Group
- Australian Centre for Disease Control Interdepartmental Committee
- Australian Institute of Health and Welfare Australian Mesothelioma Registry Expert Advisory Group
- Australian Public Service Commission Small Agency Forum
- Federal Safety Commissioner’s Australian Government Agency Reference Group
- First Responder Mental Health Working Group
- G20 Network on Safe and Healthy Workplaces
- Heads of Workers’ Compensation Authorities
- Heads of Workplace Safety Authorities
- Mentally Healthy Workplaces Australia – Establishment Partner Committee
- National Occupational Respiratory Disease Registry Commonwealth and Related Agencies Group
- Respect@Work Council
- Safety, Rehabilitation and Compensation Commission, and
- United Nations Sub-Committee of Experts on the Globally Harmonized System of Classification and Labelling of Chemicals.

The CEO of Safe Work Australia is the independent chair of the tripartite Retail Employee Safety Council.

The agency co-hosted, with the Fair Work Ombudsman, a research symposium – Workplace Consultation: Its contribution to fair, safe and healthy workplace to improve approaches and provide guidance.

The CEO and other staff of Safe Work Australia participated in conferences and roundtables and met regularly with key industry associations, business groups, unions and professional associations throughout 2024–25.

Table 6: Performance measure 3

The WHS regulatory framework is strengthened through evidence-based improvements to the model WHS laws, policies, guidance material and information.		
Reference: Portfolio Budget Statements 2024–25, Budget Related Paper No. 1.6, 14 May 2024, pp. 205–207		
2024–25 target	2024–25 result	Previous result
Safe Work Australia grows the evidence base for WHS and workers’ compensation through compiling and publishing: • National Dataset for Compensation-based Statistics • Traumatic Injury Fatalities dataset • Comparative Performance Monitoring dataset • National Return to Work survey • Quad bikes dataset, and • the prosecutions repository. Safe Work Australia delivers improvements to the model WHS laws, policies, guidance material and information by ensuring they are evidence based, contemporary and developed through our tripartite arrangements.		
Methodology: Confirmation of compilation of specified datasets; confirmation of publication of specified datasets.		

Safe Work Australia collects, analyses and publishes data and research that:

- provides a reliable evidence base to inform WHS and workers’ compensation policy and practice
- creates a national picture of work-related injuries, fatalities, and diseases, and
- helps to identify emerging work-related issues.

In 2024–25, Safe Work Australia grew the evidence base for WHS and workers' compensation by compiling and publishing data and analysis on work-related deaths, injuries and illnesses in the following collections:

- National Dataset for Compensation-based Statistics, which provides information on workers' compensation claims – dashboard of 2022–23 data published September 2024
- Work-related Traumatic Injury Fatalities, which provides information on workers and bystanders fatally injured at work – published September 2024. In addition, a published dashboard of preliminary fatalities is updated fortnightly
- Jurisdictional comparison dashboard, which compares WHS and workers' compensation performance between jurisdictions – published December 2024
- National Return to Work Survey, for which data collection commenced from April 2025
- Quad Bike Fatalities, which reports on work-related and non-work-related quad bike fatalities in Australia – published fortnightly
- WHS prosecutions repository – published July 2024, and
- *Key work health and safety statistics Australia 2024* report – published on 18 September 2024.

In 2024–25, over 137,000 active users visited the agency's data website, with over 950,000 views across the website. These users have had the potential to use SWA-sourced data to inform meaningful policy and action to improve WHS and workers' compensation outcomes.

Safe Work Australia delivers improvements to the model WHS laws, policies, guidance material and information by ensuring they are evidence based, contemporary and developed through our tripartite arrangements.

Over the reporting period we achieved significant improvements including:

- implementing and communicating the decision of WHS ministers to prohibit engineered stone (July 2024)
- implementing and communicating the decision of WHS ministers for stronger regulation of all materials containing crystalline silica (September 2024)
- reviewing the engineered stone prohibition to ensure it is operating effectively and to identify unintended consequences
- developing new model WHS Regulations and model Codes of Practice, including incident notification amendments and model

codes of practice on fatigue, silica, healthcare and social assistance, and managing the risks of biological hazards at work

- progressing reviews of the model WHS Regulations in relation to lead exposure and health and air monitoring requirements
- launching a Research and Evaluation Strategy (June 2025), which signalled a reinvigorated research and evaluation focus for the agency and its drive for coordinated, collaborative national research to improve work health and safety outcomes and workers' compensation arrangements
- releasing a one-year performance update for the Australian Work Health and Safety Strategy 2023–2033
- publishing a research report from a project funded by the agency, *Designing SMARTer work to reduce psychosocial risks* (July 2024)
- developing accessible guidance for higher risk industries, including the healthcare and the social assistance industries
- delivering new data insights, including through implementation of a redesigned National Return to Work Survey and Australian Worker Exposure Survey
- supporting the transition to new and changing workplace exposure standards
- commencing work to progress the Silica National Strategic Plan 2024–2030
- commencing work to progress the Asbestos National Strategic Plan 2024–2030, and
- commencing work to establish a best practice review of the model WHS Act and model WHS Regulations, which will run from 2025 to mid-2026.

The agency also provided data to Members and other stakeholders and responded to more than 375 data requests and enquiries from Australian industry, workers, government, and academic representatives.

Table 7: Performance measure 4
Education and awareness levels of WHS and workers' compensation are raised

Reference: Portfolio Budget Statements 2024–25, Budget Related Paper No. 1.6, 14 May 2024, pp. 205–207

2024–25 target	2024–25 result	Previous result
Education and awareness in persons conducting a business or undertaking is advanced through the development and promotion of resources, and education and awareness campaigns, including National Safe Work Month.	Achieved	Achieved

Methodology: Confirmation of delivery of National Safe Work Month campaign; collection and confirmation of resources, education and campaigns developed and promoted.

In 2024–25, Safe Work Australia delivered national communication campaigns and developed and promoted resources, including guidance materials, data and research.

A range of education and awareness activities were delivered throughout 2024–25, leveraging the agency's websites, social media, traditional media and electronic direct mail to effectively engage with target audiences, including:

- delivering a communications strategy for public consultation on the engineered stone prohibition review
- delivering National Safe Work Month in October 2024, with the theme 'Safety is everyone's business'
- developing and delivering a communications strategy to target audiences for Safe Work Australia's inaugural Research Summit, including invitation distribution and a call for expressions of interest in delivering academic presentations
- delivering communications strategies for World Day for Safety and Health at Work and Workers' Memorial Day (both commemorated in April 2025)
- co-hosting with the Fair Work Ombudsman a booth at the 2025 Sydney Build Expo (May 2025)

- publishing a baseline report and one-year performance update exploring the WHS context for the Australian Work Health and Safety Strategy 2023–2033
- publishing the latest annual WHS and workers’ compensation data (September 2024), accompanied by *the Key work health and safety statistics Australia 2024* report, and
- using our main social media platforms to make WHS and workers’ compensation policy content and guidance more accessible and understandable to a general audience, while promoting Safe Work Australia’s national leadership role and collaborative approach with Members.

Part 4 – Our achievements

Incident notification amendments

The primary purpose of work health and safety (WHS) incident notification is to alert WHS regulators to the most serious workplace incidents and potential breaches of WHS duties.

Building on a set of policy recommendations agreed by WHS ministers in June 2024 (the previous reporting period), Safe Work Australia has developed draft amendments to improve the incident notification provisions in the model WHS Act. The amendments were provided to WHS ministers for their agreement in June 2025. If agreed by ministers, the model WHS Act will be amended in the next reporting period.

The amendments will be one of the most significant changes to the model WHS laws since their creation and will help to ensure both physical and psychological injuries are treated equally under the model WHS laws.

The amendments include new requirements to notify the WHS regulator of:

- work-related suicides and attempted suicides
- violent incidents, including physical and sexual assault, that expose a person to a serious risk of psychological harm
- a prolonged absence due to work-related injuries or illness (including psychological injuries)
- falls or mobile plant incidents that expose a person to a serious risk of harm, and
- brain injuries, including those that are not immediately apparent and those caused by repeated injuries over time.

Other legislative amendments improve the clarity and operation of existing requirements.

The new incident notification requirements will only apply when they are adopted into each jurisdiction's WHS laws.

Guidance for duty holders

Safe Work Australia has begun developing national guidance to support understanding of the new incident notification requirements. This new guidance offers practical information on how to identify a notifiable incident and what to do after an incident occurs. The guidance development will continue into the next reporting period.

Consultation

Safe Work Australia developed the new incident notification provisions through extensive consultation with regulators, industry groups, unions, employers, workers and other stakeholders, to ensure the changes will be practical and effective.

Work health and safety policy

Model Code of Practice: Healthcare and social assistance industry

On 16 June 2025, WHS ministers approved for publication the model Code of Practice: Healthcare and social assistance industry.

Despite the significant WHS risks faced by workers in this industry, there has been a notable gap in consolidated guidance on how to manage these risks. Recognising the urgent need for tailored guidance, Safe Work Australia Members agreed to pilot an industry-specific model Code of Practice. This model Code represents a new approach to model Codes and provides clear guidance on risk management across a range of hazards commonly experienced in the industry, with a particular focus on hospitals, aged care, disability support, and home-based care settings.

Developed in close collaboration with Safe Work Australia Members, government agencies, unions and industry stakeholders, the model Code aims to make WHS laws easier to understand and apply. It marks a significant step forward in supporting safer workplaces for one of Australia's most essential and diverse workforces.

The healthcare and social assistance industry is Australia's largest, with over 2 million dedicated workers who do incredible work caring for others or supporting that care. Driven by an ageing population and strong demand for disability care support, it is also one of the fastest-growing industries in the country.

However, this industry regrettably has the highest number of work-related injuries of any industry in Australia and a workers' compensation claim rate more than twice the national average. Musculoskeletal conditions, slips, trips and falls and mental stress all accounted for large shares of workers' compensation claims by healthcare and social assistance workers. Some workers in the industry have also reported that work-related hazards can sometimes be seen as 'just part of the job' and that patient or client safety can be prioritised over workers' safety.

As part of the consultation process, Safe Work Australia held 7 national consultation workshops throughout August and September 2024. These were hosted in New South Wales, Victoria and Western Australia and were attended by more than 160 participants from over 60 government, industry

and union organisations. An online survey was also developed to capture further feedback from stakeholders, which received over 40 responses.

Commencement of the best practice review of the model WHS laws

In September 2024, WHS ministers asked Safe Work Australia to prepare a proposal on how it would undertake a best practice review of the model WHS laws in the context of seeking to maintain a harmonised approach.

In June 2025, WHS ministers agreed to terms of reference for the review, which will examine Australia's WHS laws, assess jurisdictional variations, and consider other relevant reviews and inquiries to develop recommendations on:

- whether the model WHS Act and model WHS Regulations incorporate a best-practice approach that achieves the object of the model *Work Health and Safety Act 2011*, and
- processes to maintain and strengthen harmonisation.

Safe Work Australia will lead the review, engaging expert advice where required and consulting widely with all relevant stakeholders. The best practice review will be a major undertaking for Safe Work Australia in the next reporting period, with WHS ministers expected to receive the final report with recommendations by mid-2026.

Review of the engineered stone prohibition

On 1 July 2024, Australia became the first country to prohibit the manufacture, supply, processing and installation of engineered stone benchtops, panels and slabs. WHS ministers tasked Safe Work Australia with reviewing the prohibition to ensure it is operating effectively, identify any unintended consequences and review the health risks to workers associated with processing benchtops, panels and slabs made from alternative materials which may contain or be free from crystalline silica.

As part of the review, Safe Work Australia consulted widely with stakeholders including businesses, unions, workers, peak bodies and medical professionals. It also sourced jurisdictional WHS data from WHS regulators on compliance and enforcement activities relevant to the prohibition, including new notification obligations.

To further inform the review, research into scientific literature and manufacturers' technical and safety information on engineered stone and alternative products was undertaken. Additionally, Safe Work Australia

commissioned the University of Wollongong to investigate the composition of, and health risks associated with, processing engineered stone and alternative products.

The review concluded that the engineered stone prohibition is working as intended at this early stage of implementation, identifying 11 findings and 6 recommendations.

The review report was provided to WHS ministers on 31 July 2025. Its outcomes are currently being considered by Safe Work Australia Members and WHS ministers.

Stronger regulation of all crystalline silica substances

From 1 September 2024, amendments to the model WHS regulations commenced to strengthen protections for workers at risk of exposure to silica dust across all industries, including building and construction. The amendments provide stronger regulation of work with all materials containing at least 1% crystalline silica and require:

- controlled processing of all crystalline silica substances
- assessing the risk of work involving processing of a crystalline silica substance, and
- additional duties for any processing of engineered stone that is assessed as high risk, including preparing a silica risk control plan.

To support implementation of the new regulations, Safe Work Australia published guidance to assist persons conducting a business or undertaking (PCBUs) understand and comply with their obligations under the amended regulations, including:

- *Working with crystalline silica substances: Guidance for PCBUs*, and
- supporting resources that summarise key concepts including what silica dust is, completing a silica risk control plan and how to control the risks of silica dust.

During 2024–25, Safe Work Australia also worked closely with Members to develop a new model Code of Practice on managing risks of respirable crystalline silica in the workplace. The new Code of Practice was provided to WHS ministers for approval on 15 May 2025 and subsequently approved by a majority of WHS ministers.

Phase 1 amendments to crane high risk work licensing

On 26 February 2025, Safe Work Australia received approval from WHS ministers to amend the model WHS Regulations to remove crane licence encompassment and introduce a dogging prerequisite for most high risk work licences for crane operation.

This work represents the first stage of reforms resulting from a May 2021 decision of WHS ministers to review the high risk work licence classes for cranes to ensure they remain relevant to contemporary work practices and equipment.

The amendments introduce a dogging prerequisite for all crane high risk work licences for new licence applicants, except for vehicle loading cranes and bridge and gantry cranes. This prerequisite was introduced as dogging skills play an important role in crane load management and are fundamental to crane safety.

The amendments also remove 'encompassment' provisions which allowed slewing mobile crane high risk work licence holders to operate non-slewing mobile cranes, vehicle loading cranes and reach stackers without additional training. This encompassment created significant risks to health and safety, with many licence holders permitted to operate these cranes without appropriate training.

Phase 2 amendments to crane high risk work licensing

On 6 March 2025, Safe Work Australia Members agreed that the agency should proceed with the next phase of the review of high risk work crane licence classes to ensure they remain relevant to contemporary work practices and equipment.

The next phase of the review will explore new crane licences, increased training requirements for trainee crane operators, the removal of crane licence capacity thresholds, and a range of other potential changes to existing high risk work licences.

Guide to managing the risks of rooftop solar installation work

On 9 September 2024, Safe Work Australia published the *Guide to managing the risks of rooftop solar installation work*. The guide provides practical

information to help persons conducting a business or undertaking (PCBUs) in the rapidly growing solar industry to manage WHS risks, including through a focus on preventing falls. The agency is expanding this guide to cover the installation of batteries in rooftop solar systems.

Safe Work Method Statement interactive tool

On 26 November 2024, Safe Work Australia received 2 platinum awards for the Safe Work Method Statement (SWMS) interactive tool published in January 2024 at the LearnX awards program in Melbourne. The awards recognise innovative projects and technology solutions that provide value to enterprises. The SWMS tool won platinum awards for ‘best e-learning project for widespread e-learning implementation in the construction sector’ and ‘best learning and talent development in health and safety’.

Workers' compensation policy

Safe Work Australia develops national policy to improve workers' compensation arrangements and promote national consistency.

National Return to Work Strategy 2020–2030

The *National Return to Work Strategy 2020–2030*, endorsed by WHS ministers, commenced on 1 January 2020. Its vision is to minimise the impact of work-related injury and illness and to enable workers to have a timely, safe and sustainable return to work.

In 2024–25, Safe Work Australia progressed a range of work under the strategy, including:

- overseeing the 2024–25 National Return to Work Survey, which collects data from workers and employers on their experiences with the workers' compensation process
- commencing independent research into the main drivers that contribute to an injured worker developing a secondary psychological injury during a workers' compensation claim
- completing a mid-term review of the strategy, which found that it has been effective at influencing, informing and guiding stakeholders' efforts to improve return to work outcomes, and
- commencing work to refine the strategy's measurement framework, to improve how outcomes are measured and reported.

Summary of workers' compensation scheme developments in Australia and New Zealand

The *Summary of workers' compensation scheme developments in Australia and New Zealand 2024* (www.safeworkaustralia.gov.au/doc/summary-workers-compensation-scheme-developments-australia-and-new-zealand-2024) was published on 7 May 2025. The report summarises significant developments that occurred within Australian and New Zealand workers' compensation jurisdictions from 1 January to 31 December 2024 related to:

- administration and scheme delivery
- policy developments, and
- legislative amendments.

Education and communication

In 2024–25 the agency delivered a range of strategies and initiatives to support Safe Work Australia’s education and communication function. The agency delivered national communication campaigns, as well as publishing and promoting WHS and workers’ compensation guidance, data and research; and engaging with stakeholders and the community through our communication channels and public consultation processes.



Engineered stone ban and changes to regulation of crystalline silica substances

From 1 July 2024 the ban on the manufacture, supply, processing and installation of engineered stone benchtops, panels and slabs came into effect. Safe Work Australia played a vital role in communicating the ban between February and August 2024, providing a central point of information for employers, unions, WHS regulators, workers and others.

The agency used organic communication, including electronic direct mailouts, social media, a media release and a video to distribute communication about the ban in line with key decisions and implementation dates. This was supported by stakeholder engagement and a dedicated engineered stone ban website with frequently asked questions, a summary of jurisdictional implementation arrangements, and resources.

The campaign was successful in meeting its objectives, with almost 70,000 page views across the engineered stone ban website, approximately 5,000 downloads of the engineered stone ban resources, and strong engagement and click rates across the electronic direct mailouts and LinkedIn.

As part of the engineered stone ban campaign, Safe Work Australia also communicated the introduction of stronger regulation of crystalline silica substances in the model WHS Regulations from 1 September 2024 via organic communication channels supported by web content and plain English resources.

The campaign evaluation showed the agency was successful in providing timely communication and clear information about the engineered stone ban and changes to the regulation of silica for target audiences.

National Safe Work Month 2024

Safe Work Australia has run the National Safe Work Month campaign every October since 2009. The campaign aims to build community awareness and knowledge of WHS and workers' compensation. It is developed in consultation with Safe Work Australia Members and is supported and shared by Members through their own jurisdictional initiatives.

The National Safe Work Month 2024 campaign used the theme 'Safety is everyone's business', which emphasised the collective responsibility for safety across all industries. It also featured weekly topics on WHS fundamentals, psychosocial hazards, risk management and musculoskeletal injuries.

The campaign employed a multi-channel communication strategy, providing workplaces with resources like the SafeTea initiative and a range of customisable templates to help workplaces get involved. Social media, web content, stakeholder engagement and media outreach were key elements of the campaign.

The 2024 campaign performed strongly, surpassing targets for website views, social media impressions and engagement rates. There were over 55,000 downloads of campaign materials, with the newly introduced 'Safety Trivia' initiative being the most popular resource.

Communications in multiple languages

In November 2024, Safe Work Australia developed a new worker information sheet, *Work health and safety in Australia: information for migrant and multicultural workers*. The information sheet provides an overview of WHS

laws, including employer duties and worker rights, information on common hazards, what to do if a worker is injured at work and where to go for help.

The information sheet is available in 11 languages: Arabic, Burmese, Dari, English, Greek, Hindi, Korean, Punjabi, simplified Chinese, traditional Chinese and Vietnamese.

Social audience research

To ensure Safe Work Australia's communication continues to be effective, engaging and targeted at the right audiences, the agency commissioned a social audience research project.

The aim of the project was to quantify and gather information about who the agency's target audiences are and their communication preferences, specifically the channels, tones, languages and styles of messaging that are most likely to reach and engage them. The project also explored understanding of and engagement with WHS, and awareness of Safe Work Australia.

The qualitative and quantitative research was conducted between May and November 2024, and the project was completed in early 2025. The agency is now developing an implementation approach to apply the research findings and insights to its communication and engagement work.

Sydney Build Expo

In May 2025, Safe Work Australia exhibited at the Sydney Build Expo. The agency shared a booth with the Fair Work Ombudsman to educate and raise awareness about WHS in the construction industry.

The event, with over 25,000 attendees across 2 days, was a valuable opportunity to promote Safe Work Australia's role, engage directly with stakeholders working in construction, and showcase a range of agency tools and resources, including the interactive SWMS tool, Know your duties, resources on psychosocial hazards in the workplace, and the WHS data profile of electricians.

This was the second year the agency participated in the Sydney Build Expo, after a successful event in 2024.

Online abuse in the workplace

Safe Work Australia collaborated with the eSafety Commissioner to develop practical information for employers and workers about online abuse at work. These resources, including a downloadable poster and checklist, provide

information about what online abuse in the workplace is, how to prevent it and where to get support.

Both agencies promoted the new resources through a coordinated communication approach consisting of social media posts, news articles, electronic direct mailouts and a co-signed letter to key stakeholders.

Community consultation and engagement

Safe Work Australia used its online community engagement platform, Consultation Hub, to seek feedback from stakeholders and the public on 9 projects:

1. improving crane licensing under the model WHS laws
2. mid-term review of the National Return to Work Strategy 2020–2030
3. draft model Code of Practice: Managing the risk of fatigue at work
4. workplace exposure limits for 9 chemicals
5. WHS incident notification guidance material
6. National Safe Work Month 2024 evaluation survey
7. proposal to reduce the aluminium (welding fumes) workplace exposure standard (WES)
8. data website user feedback, and
9. engineered stone ban review.

Collaboration

Effective policy development requires genuine and comprehensive stakeholder consultation. Safe Work Australia consults broadly so that it can deliver strategies that provide workplace protections for all working Australians and understand the health and safety risks and challenges that workers and workplaces face.

As a national tripartite decision-making body, we rely on the valuable contributions and expertise of Commonwealth, state and territory governments, as well as unions and employer and industry representatives.

We do not regulate and enforce WHS laws or manage workers' compensation claims or insurance. This is the role of the Commonwealth, states and territories. We work closely with WHS regulators and workers' compensation authorities when developing national WHS and workers' compensation policy.

Workers and employers are the groups most directly affected by national policy on WHS and workers' compensation. We work closely with unions and employer associations to ensure the valuable insights and perspectives of employers and workers are taken into consideration when developing national policy. Unions and employers' associations are represented on Safe Work Australia by:

- the Australian Council of Trade Unions (www.actu.org.au/)
- the Australian Chamber of Commerce and Industry (www.acci.asn.au/), and
- the Australian Industry Group (www.aigroup.com.au/).

Safe Work Australia also leads bilateral consultation with industry representatives, peak bodies, medical and health practitioners, educators, academics, researchers, businesses and workers. In doing so, we enable a truly multilateral consultation approach. Examples of effective consultation that positively contributed to and informed our national policy work in 2024–25 are:

- model Code of Practice: Healthcare and social assistance industry – 7 national consultation workshops and targeted consultation with regulators, other government agencies, industry groups, worker representatives, employers, workers and other stakeholders to support development of the model Code
- incident notification amendments – consultation with regulators, industry groups, unions, employers, workers and other stakeholders

to ensure changes to incident notification requirements are practical and well understood

- review of the engineered stone prohibition – a stakeholder consultation process which included several public forums, written submissions, an online survey, and bilateral consultations with a number of stakeholders including business, unions, stone manufacturers and suppliers, and government agencies
- biological hazards model Code of Practice – targeted consultation with Safe Work Australia Members and their representatives, key government agencies, non-government organisations, and subject matter experts to inform the draft model Code ahead of broad public consultation
- crane licensing review – public consultation and targeted consultation with regulators, industry groups, unions, employers, workers and other stakeholders to progress the review
- model Code of Practice: Managing the risk of fatigue at work – consulting with Safe Work Australia Members and their representatives, other safety regulators, business, and peak groups and others
- psychosocial safety guidance materials – consulting with Safe Work Australia Member representatives on these resources, including case studies for the retail and aged care sectors
- mid-term review of the National Return to Work Strategy 2020–2030 – consulting with workers’ compensation authorities, unions, employer groups, insurers and professional associations to examine the effectiveness of the strategy over its first 5 years and identify key challenges and opportunities requiring greater focus for its remaining 5 years
- proposed workplace exposure limits for 9 chemicals – targeted consultation with jurisdictional WHS and mining regulators, industry groups, unions and academics. A public consultation process was also conducted in October 2024 to seek feedback on the impacts of the proposed workplace exposure limits for each of the 9 chemicals
- aluminium (welding fumes) WES reduction – targeted consultation with jurisdictional WHS and mining regulators, industry groups, unions and academics. A public consultation process was conducted in December 2024 to seek stakeholder feedback on the expert report recommending the reduction of the WES for aluminium (welding fumes)

- *Guide to managing the risks of rooftop solar installation work* – consultation with regulators, industry groups, unions, employers and other stakeholders to support development of the guide
- through our CEO, participating in conferences, roundtables and individual stakeholder consultations, including:
 - meetings with other government agencies:
 - Asbestos and Silica Safety and Eradication Agency
 - Australian Maritime Safety Authority
 - Comcare
 - Fair Work Ombudsman
 - Food Standards Agency
 - Department of Employment and Workplace Relations
 - Department of Finance
 - Department of the Prime Minister and Cabinet
 - meetings with a wide range of employer and industry associations and universities:
 - Australian Institute of Occupational Hygienists
 - Building Products Industry Council
 - Centre for Construction Safety and Wellbeing at the University of Newcastle
 - Housing Industry Association of Australia
 - Master Builders Australia
 - Mentally Healthy Workplace Alliance
 - Mental Health Advisory Council
 - Minerals Council of Australia
 - Retail Employee Safety Council
 - Royal Australasian College of Physicians
 - University of South Australia
 - University of Glasgow
 - conferences, summits and roundtables:
 - Australian Institute of Project Management for the Women in Project Leadership Summit
 - Chamber of Commerce and Industry WA breakfast for National Safe Work Month
 - Comcare Conference
 - Minerals Council of Australia safety policy roundtable
 - National Employers Work Health and Safety Summit
 - Supporting Small Business roundtable
 - Women in Project Leadership Summit, and
 - WorkSafe ACT Industry Breakfast Series: Vulnerable Workers.

Our consultation aligns with our priorities under the Operational and Corporate Plans and the priorities in the National Return to Work Strategy and Australian Work Health and Safety Strategy 2022–2033. We also engage with the international WHS community, including through our representation on the G20 Occupational Safety and Health Expert Network (G20 OSH Expert Network).

Another Safe Work Australia priority is engaging with stakeholders to develop proposals to improve workers' compensation arrangements and strengthen the connection with positive health and safety outcomes. Our diverse stakeholders play a vital role in improving national consistency in workers' compensation arrangements and informing guidance to help workers with an injury or illness achieve optimal recovery and return to suitable work.

We work closely with national data custodians to build the evidence base needed to inform policies that improve WHS and workers' compensation arrangements. This includes funding the Australian Bureau of Statistics (ABS) and the Australian Institute of Health and Welfare (AIHW) to collect data on our behalf. This is discussed further in the Evidence section later in Part 4. Safe Work Australia also works closely with, and contributes funding to, the National Coronial Information System.

International activities

One aspect of our collaboration function is working with international bodies on WHS and workers' compensation policy matters of international importance. The Safe Work Australia CEO represents Australia on the G20 OSH Expert Network, which helps G20 countries to exchange WHS knowledge, expertise and best practices and to identify and coordinate global responses to policy and technical challenges.

Safe Work Australia staff meet regularly with their counterparts from other national organisations with responsibility for WHS policies, strategies and regulations. We also regularly participate in bilateral and multilateral international engagement opportunities. This engagement is vital to ensure that Safe Work Australia's policy work is informed by developments on the international stage and that any lessons learned through information sharing can be adopted into nationally focused work.

In 2024–25, Safe Work Australia hosted a visit from the Special Equipment Safety Supervision Bureau, State Administration for Market Regulation of the People's Republic of China to share learnings about our respective legal frameworks and policy approaches to managing WHS risks from high-risk plant. Safe Work Australia also hosted a visit from Japan's National Institute of Occupational Safety and Health and Ministry of Health, Labour and Welfare to share policy approaches to managing WHS.

United Nations Sub-Committee of Experts on the Globally Harmonized System of Classification and Labelling of Chemicals

The Australian Government is a member of the United Nations Sub-Committee of Experts on the Globally Harmonized System of Classification and Labelling of Chemicals. The sub-committee meets in person twice annually to revise and update the Globally Harmonized System of Classification and Labelling of Chemicals (GHS) to reflect national, regional and international experiences in implementing the GHS into laws.

Dr Rebecca Newton, Branch Manager for Chemicals, Occupational Hygiene and Occupational Diseases Policy, is the head of the Australian delegation at the sub-committee meetings and represents the Australian Government on GHS issues in Australia. In 2024–25, Dr Newton attended one meeting.

Evidence

The WHS regulatory framework is strengthened through evidence-based improvements to the model WHS laws, policies, guidance material and information.

Safe Work Australia delivers improvements to the model WHS laws, policies, guidance material and information by ensuring they are evidence based, contemporary and developed through our tripartite arrangements.

Safe Work Australia collects, analyses and publishes data and research to inform national policies and strategies on WHS and workers' compensation. The agency's data and research also enables national monitoring and reporting of worker fatalities and injuries and workers' compensation claims.

Why our evidence work is important

A safe and healthy work environment is one of the International Labour Organization Fundamental Principles and Rights at Work. Health and safety is also widely recognised as a key dimension of job quality.¹

In Australia, the safety of work has improved significantly over time; however, in recent years, this momentum has slowed. There are still too many injuries and illnesses arising from work. Work-related fatalities, injuries and illnesses have a devastating impact on workers, their families and the community.² Each year, around 200 workers are killed at work, and close to 140,000 workers are compensated for work-related injury or illness.

Our national data and research:

- provides a reliable evidence base to inform WHS and workers' compensation policy and practice
- creates a national picture of work-related injuries, fatalities and diseases, and
- helps to identify emerging work-related issues.

1 University of Warwick and Chartered Institute of Personnel and Development (2017), *Understanding and measuring job quality*, research report, Part 1 – Thematic literature review.

2 Senate Education and Employment References Committee (2018), *They never came home – the framework surrounding the prevention, investigation and prosecution of industrial deaths in Australia*.

Our datasets

Safe Work Australia provides data and analysis on work-related deaths, injuries and illnesses in 6 main collections:

- Work-related Traumatic Injury Fatalities dataset, which provides information on workers and bystanders fatally injured at work
- National Dataset for Compensation-based Statistics, which provides information on workers' compensation claims
- Jurisdictional Comparison dataset, which compares WHS and workers' compensation performance between jurisdictions
- Quad Bike Fatalities dataset, which reports on work-related and non-work-related all-terrain vehicle fatalities in Australia
- National Return to Work Survey, which provides information on return to work experiences for injured workers, and
- WHS prosecutions repository.

Annual statistical publications

In 2024–25, Safe Work Australia published its flagship annual statistical report *Key work health and safety statistics Australia, 2024*.

Safe Work Australia also published updated statistics through interactive dashboards:

- *Workers' compensation* presents data about workers' compensation claims since 2008–09.
- *Work-related fatalities* presents data on workers fatally injured in workplace incidents in Australia since 2003.
- *Jurisdictional comparison* presents data on WHS and workers' compensation scheme performance across Australia.
- *WHS prosecutions* provides national information on criminal prosecutions for breaching WHS laws or regulations since 2020.
- *Quad bike fatalities* provides data on all-terrain vehicle related fatalities in Australia.

Traumatic injury fatalities

Safe Work Australia compiles the Work-related Traumatic Injury Fatalities dataset, which provides national statistics on all workers and bystanders fatally injured at work.

In 2023, there were 200 worker fatalities due to traumatic injuries sustained in the course of a work-related activity. Overall, the number and rate of fatalities has been relatively static in recent years.

Over the past 5 years (2019 to 2023), the average fatality rate was 1.4 fatalities per 100,000 workers and an average of 191 workers died per year.

In 2023, 62% of worker fatalities occurred in 3 industries. Transport, postal and warehousing fatalities accounted for 26% (51 fatalities), followed by fatalities in the construction industry (23%; 45 fatalities) and the agriculture, forestry and fishing industry (14%; 27 fatalities).

Work-related injuries and illnesses

Safe Work Australia compiles national workers' compensation statistics using data obtained from workers' compensation authorities in each state and territory and from the Commonwealth Government. These data are collated into the National Dataset for Compensation-based Statistics, which is Safe Work Australia's primary source of information on work-related injuries and diseases.

In 2022–23, there were close to 140,000 serious workers' compensation claims (involving one week or more of time lost from work).

Compared with 10 years ago (2012–13), the number of serious claims has increased by 23,700 (or 20.5%). However, when accounting for changes in hours worked, the serious claims frequency rate (serious claims per million hours worked) has increased marginally, up by 0.05 claims per million hours worked (or 0.8%).

The serious claims frequency rate was highest for people employed in the agriculture, forestry and fishing industry (11.3 serious claims per million hours worked), followed by public administration and safety (9.9) and transport, postal and warehousing (9.3).

Data highlights in 2024–25

Over the last financial year, 137,000 active users visited our interactive data website, with almost 950,000 page views. These users have had the opportunity to use our data to inform meaningful policy and action to improve WHS. The website delivers national WHS data in an intuitive, user-friendly way using Power BI dashboards so that users can explore charts that allow sorting and filtering by industry, occupation, year, mechanism of injury and more.

Safe Work Australia published the latest annual fatalities and workers' compensation data to the website on 18 September 2024, accompanied by the flagship *Key work health and safety statistics Australia 2024* report.

Safe Work Australia also published:

- a data report, *Workplace and work-related violence and aggression in Australia* (4 September 2024)
- a research report from a project funded by the agency, *Designing SMARTer work to reduce psychosocial risks* (23 July 2024)
- WHS data profiles of electricians (22 July 2024) and of the nursing, care and support workforce (21 May 2025)
- the baseline report exploring the WHS context for the Australian Work Health and Safety Strategy 2023–2033 (16 July 2024), and
- a collection of new reporting tools to help users more accurately measure and report data on WHS performance, coinciding with the retirement of the Lost Time Injury Frequency Rate calculator (19 May 2025).

We also provided data to Safe Work Australia Members and other stakeholders with an interest in workers' compensation and traumatic injury fatalities. We responded to more than 380 data requests and enquiries from Australian industry, worker, government and academic representatives over the financial year, and entered into 8 data-sharing agreements to support WHS research activities.

National Return to Work Survey

Consistent with the National Return to Work Strategy 2020–2030, and following the completion of a pilot in 2023 to test the redesign of the National Return to Work Survey, Safe Work Australia has collected data for the next full survey. Data and analysis will become available in late 2025.

Australian Worker Exposure Survey

The Australian Worker Exposure Survey is a new project to collect contemporary exposure data concerning a range of priority hazards faced by workers in the workplace. Safe Work Australia conducted a range of consultation and planning activities in 2024–25 ahead of a pilot survey to be run in the second half of 2025. The full survey will be run across late 2025 and early 2026. The data are anticipated to be available in 2026.

Australian Mesothelioma Registry

Safe Work Australia funds the Australian Mesothelioma Registry (AMR), which is compiled by the AIHW on our behalf. This standalone dataset contains information about mesothelioma and asbestos exposure.

The AMR annual report, published in August 2024, shows that 685 people died in Australia from mesothelioma in 2022 and a further 617 cases were

diagnosed in 2023. Between 1991 to 1995 and 2016 to 2020, the age-adjusted relative survival of people with mesothelioma, most notably one-year relative survival, increased.

Work-related injuries survey

Safe Work Australia funds the Work-related Injuries Survey, which is conducted by the ABS on our behalf every 4 years. This dataset contains information about people who experienced a work-related injury or illness, including type of injury, job details and injury rates.

The latest data, for 2021–22, shows a reduction in the proportion of people who experienced a work-related injury or illness at some time during the past year, from 5.3% in 2009–10 to 3.5% in 2021–22. This data source is an important complement to Safe Work Australia’s compensation claims data as it provides an economy-wide view of the incidence of work-related injuries and illnesses, regardless of whether they resulted in a claim for compensation.

During 2024–25, Safe Work Australia contracted the ABS to continue the Work-related Injuries Survey data collection.

Supporting high-quality research in 2024–25

Safe Work Australia invests in and collaborates on high-quality research to build a stronger evidence base for WHS and workers’ compensation policy and practice.

In 2024–25 we partnered with research programs that align with our strategic priorities. These include:

- the University of South Australia’s Australian Research Council Linkage Project ‘Cultivating systemic safety and inclusion to prevent workplace sexual harassment’, which explores organisational approaches to preventing harassment through inclusive safety systems, and
- Mentally Healthy Workplaces Australia, of which we are an establishment partner, supporting the set-up of a national centre to spearhead research and provide implementation support to create mentally healthy workplaces.

We also commission and fund research that contributes to the national WHS and workers’ compensation evidence base. In 2024–25, several studies commissioned or supported by Safe Work Australia were published, including:

- A scoping review: Communication tools and resources for accessing workers' compensation information in Australia
- Interventions that impact aged care job demands: A systematic review of strategies and their evidence
- Sticky interventions for a sticky problem: A systematic review of recent workplace mental health stigma reduction interventions with implications for training transfer.

We continue to support research partnerships and act in advisory board roles on national research programs, reflecting our commitment to supporting research that delivers practical insights and drives improvements in evidence-based policy and practice.

Research strategy

Release of the Research and Evaluation Strategy

In 2024–25, Safe Work Australia strengthened its commitment to evidence-based policy and national collaboration with the establishment of a new Research Strategy team and the launch of its Research and Evaluation Strategy. This marks a renewed focus on building a strong foundation of data, research and evaluation to ensure that we can support national policy and practice that benefits all workers and employers across Australia.

Released in June 2025, the Research and Evaluation Strategy recognises the growing complexity of the future of work and workplaces and sets out a strategic framework that clearly defines Safe Work Australia’s research vision, goals, and priorities.

Central to the strategy is a commitment to strengthening ties across the WHS research ecosystem, which comprises academics, professionals, regulators, unions, industry, and employer groups to drive coordinated, collaborative national research and evaluation that improves WHS outcomes and workers’ compensation arrangements.

More information about the strategy can be found on the Safe Work Australia website.

Strategy in action: worker consultation and its contribution to fair, safe and healthy workplaces

As a demonstration of our focus on creating spaces for collaborative research and dialogue, Safe Work Australia, in partnership with the Fair Work Ombudsman and RMIT University, hosted a one-day workshop in Melbourne on 26 November 2024. The event brought together 60 participants from across government, academia, unions, industry, and employer groups to examine how worker consultation can be strengthened.

Although the WHS regulatory framework places consultation at the heart of preventive practice, there is evidence of imperfect implementation. Therefore, the key question for the workshop was: what more could be done by policymakers, regulators and actors in the workplace community to embed consultation with workers as fundamental to supporting fair, safe and healthy workplaces?

The workshop aimed to:

- define and compare policy, academic and practitioner views on worker consultation
- share evidence of the impact of worker consultation on fairness, safety and health – including contradictions and blind spots
- explore real-world challenges faced by practitioners, and
- generate practical ideas for improving consultation across sectors.

The format created a rich environment for constructive, consultative dialogue. Participants highlighted the joint leadership of Safe Work Australia and the Fair Work Ombudsman as a key strength of the event, as well as the integration of WHS, industrial relations and psychosocial safety perspectives, and the opportunity to engage with diverse viewpoints.

Part 5 – Our organisation

Achievements in organisational effectiveness

Our vision of healthier and safer workplaces drives our work and shapes how we respond to the ongoing and emerging challenges of keeping people safe at work.

Safe Work Australia's staff are dedicated to upholding the agency's vision and are committed to the purpose and objectives of the agency and its work. Safe Work Australia is an engaged workplace that prides itself on its collaborative culture, commitment to safety and wellbeing, provision of opportunities to build on employee capabilities and embedding diversity and inclusion.

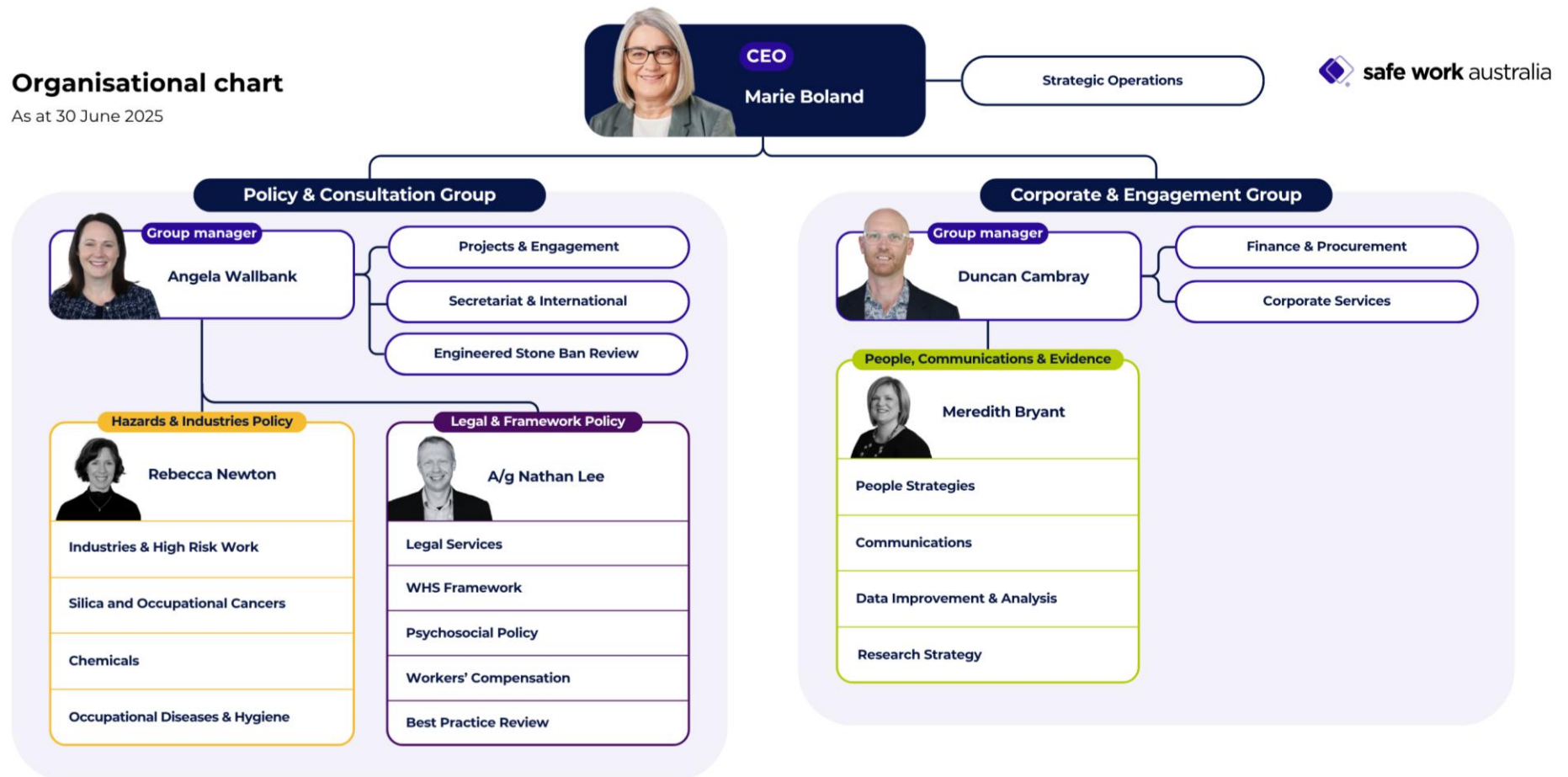
We provide generous terms and conditions, access to flexible working arrangements and a range of health and wellbeing initiatives.

We are a small agency, but our work plays a significant role in the lives of working Australians, and their families, through preventing work-related death, injury and illness.

Organisational structure

Organisational chart

As at 30 June 2025



Human resources management

Staff management and workforce demographics

The Chief Executive Officer (CEO) of Safe Work Australia is a statutory appointment.

As of 30 June 2025, Safe Work Australia had 116 ongoing and non-ongoing staff, with an average staffing level of 104. Of this workforce:

- 96% are engaged on an ongoing basis
- 17% work in a part-time capacity, and
- the majority work a hybrid arrangement (such as 3 days in the office and 2 from home).

Our diverse representation was highlighted in the 2025 Australian Public Service (APS) Employee Census:

- 16% of employees identify as having disability
- 20% of employees identify as lesbian, gay, bisexual, transgender or gender diverse, and
- 45% of employees have carer responsibilities.

As at 30 June 2025, 68% of staff identify as female. Female representation at the senior executive level is also high, with 66.7% representation including the CEO.

Appendix 5 – Our workforce profile – demographics and statistics provides detailed information about the workforce.

Diversity and inclusion

Safe Work Australia prides itself on supporting and actively promoting an inclusive workplace culture. We are in consultation with our employee-led Workplace Inclusion Network (WIN) on a new Diversity, Inclusion and Equity Strategy 2025–2028.

The WIN raises the profile of our diversity areas by celebrating days of significance and building our networks with external diversity groups. It meets regularly to discuss diversity, raise issues and share experiences of diversity and inclusion.

Safe Work Australia continued its membership with key diversity organisations, including the Diversity Council of Australia, the Australian

Network on Disability, Hidden Disabilities Sunflower, and Pride in Diversity. We are also an Australian Breastfeeding Association best practice accredited Breastfeeding Friendly Workplace.

Appendix 6 – Disability reporting mechanism provides information on the agency's disability reporting mechanism.

Remuneration and employment arrangements of SES and non-SES officers

Safe Work Australia's remuneration framework and terms and conditions of employment consist of an enterprise agreement for non-Senior Executive Service (SES) employees and individual section 24(1) determinations under the Public Service Act 1999 (Cth) (PS Act) for SES employees.

The CEO's remuneration and terms and conditions are set by determinations made under subsections 7(3) and (4) of the Remuneration Tribunal Act 1973 (Cth).

In accordance with the Safe Work Australia Enterprise Agreement 2024–2027, a 3.8% increase was applied to non-SES employee salaries and workplace responsibility allowances from 13 March 2025. SES employees also received a 3.8% increase to salaries from 13 March 2025.

As of 30 June 2025, there were 4 SES employees who had a section 24(1) determination made under the PS Act. There were 14 employees who had an individual flexibility arrangement in place.

As of 30 June 2025, there were no other highly paid staff at Safe Work Australia.

Appendix 7 – Allowances and non-remuneration benefits provides information on allowances and non-remuneration benefits for non-SES officers.

Table 8: Australian Public Service Act employment arrangements current report period (2024–25)

	SES	Non-SES	Total
Enterprise agreement	0	112	112
Individual flexibility arrangements	0	14	14
Determinations under subsection 24(1) of the <i>Public Service Act 1999</i> (Cth)	4	0	4

Table 9: Australian Public Service Act employment salary ranges by classification level (minimum/maximum) current report period (2024–25)

	Minimum salary	Maximum salary
SES 3	0	0
SES 2	276,040	312,700
SES 1	206,810	267,402
EL 2	148,255	182,376
EL 1	125,811	155,184
APS 6	102,353	112,898
APS 5	91,117	97,255
APS 4	82,498	88,764
APS 3	75,844	79,009
APS 2	67,922	72,417
APS 1	57,828	63,231
Other	0	0
Minimum/maximum range	57,828	312,700

Table 10: Key management personnel

Name	Position	Length of term as key management personnel
Marie Boland	Chief Executive Officer	Full year
Duncan Cambray	Group Manager	Full year
Angela Wallbank	Group Manager	Full year

Table 11: Information about remuneration for key management personnel

		Short-term benefits			Post-employment benefits	Other long-term benefits		Termination benefits	Total remuneration
Name	Position title	Base salary	Bonuses	Other benefits and allowances	Superannuation contributions	Long service leave	Other long-term benefits		
Marie Boland	Chief Executive Officer	427,879	0	3,192	29,932	6,836	0	0	467,839
Duncan Cambray	Group Manager	318,235	0	3,192	46,200	4,070	0	0	371,697
Angela Wallbank	Group Manager	283,319	0	3,192	46,771	13,177	0	0	346,459
Total		1,029,433	0	9,576	122,903	24,083	0	0	1,185,995

Remuneration is calculated on an accruals basis and may include some accrual adjustments.

Base salary will vary based on number of weekdays in the reporting year and the amount of leave taken. Base salary includes annual leave benefits.

As of 30 June 2025, there were no other highly paid staff at Safe Work Australia.

Table 12: Information about remuneration for senior executives

		Short-term benefits			Post-employment benefits	Other long-term benefits		Termination benefits	Total remuneration
Total remuneration bands	Number of senior executives	Average base salary	Average bonuses	Average other benefits and allowances	Average superannuation contributions	Average long service leave	Average other long-term benefits	Average termination benefits	Average total remuneration
0 – 220,000	1	44,186	0	0	6,822	1,110	0	0	52,118
220,001 – 245,000	1	163,720	0	32,128	34,341	8,773	0	0	238,962
295,001 – 320,000	2	244,651	0	3,192	40,522	14,341	0	0	302,706

Capability development

Performance and development

Safe Work Australia's Performance and Development Scheme centres on providing regular constructive and relevant feedback that highlights effective performance management, builds capability and sets clear expectations.

Safe Work Australia has implemented an electronic database to record performance agreements. This improvement streamlines the documentation process, enhances accessibility, and ensures accuracy in tracking performance metrics.

By leveraging this technology, the agency is better equipped to support transparency, accountability and continuous development across the organisation.

Learning and development

Safe Work Australia executed a learning and development program aimed at enhancing workforce skills and capabilities and fostering a high-performance culture.

All employees are allocated an individual annual learning and development budget. This funding provides employees an opportunity to study relevant courses, seminars and conferences aligned to their individual needs. The individual learning and development budget is also separate from study assistance. In 2024–25, Safe Work Australia identified specific training needs to help respond to change, build upon capability and address skill shortages. These include:

- leadership coaching and training
- online modules through well-known learning providers
- mandatory training updated to align with legislative changes and best practices
- project management training
- access to relevant courses and training through the Australian Public Service Academy
- formal study assistance
- opportunities for temporary transfers and secondments to other APS agencies, where available, and
- access to external conferences and other training programs.

Safe Work Australia's graduate and entry-level programs

Safe Work Australia's entry-level programs offer pathways and opportunities for participants to launch a successful career with us. We work collaboratively with other APS agencies to recruit talented and motivated individuals through specialist graduate and entry-level programs.

2025 Graduate Program

Safe Work Australia graduates complete several internal work placements and have access to individual and agency professional development. Our graduates participate in the Australian Public Service Commission (APSC) Graduate Development Program, which gives them an opportunity to establish networks across the APS, complete assessment activities and participate in whole-of-stream activities and functions.

In 2024–25, Safe Work Australia continued to participate in the APSC Graduate Development Program, onboarding graduates via several streams including the STEM and Generalist streams.

Indigenous Apprenticeships Program

In 2024–25, Safe Work Australia also participated in the Australian Government Indigenous Apprenticeships Program administered by Services Australia. This program is a 12-month entry-level employment and development program open to Aboriginal and Torres Strait Islander people who are interested in working in the APS. Participants complete a Diploma of Government qualification while working full time.

Work health and safety

Safe Work Australia is committed to providing and maintaining a safe and healthy workplace for all employees.

We maintain a WHS Risk Register which captures information about activities and environments that might adversely impact the health, safety and wellbeing of our employees, contractors and visitors. We are actively planning enhancements to the WHS Risk Register to ensure it remains a robust, responsive and comprehensive tool. These improvements will strengthen its scope and support regular, systematic reviews that address both physical and psychosocial risks, keeping pace with our evolving work environment. We consult with staff, Health and Safety Representatives and the Employee Consultative Forum on managing risks and implementing appropriate control measures for minimising the risks to staff.

A key to the success of our WHS management system is that we have both assigned and elected workplace responsibility roles: Health and Safety Representatives, First Aid Officers, Harassment Contact Officers, and Emergency Wardens.

Our Rehabilitation Management System is a framework that enables us to assist employees who have become injured, ill or impaired to either remain at work or return to work in a safe and sustainable way. In 2024–25 we supported several employees through graduated return to work programs, early intervention and access to ergonomic equipment.

To further ensure the health, safety and welfare of workers, we provide:

- access to an Employee Assistance Program for all employees and their immediate family
- sit-to-stand workstations for all employees
- workstation assessments for all new employees and when required for reasonable adjustment or as part of a rehabilitation return to work program
- mental health first aid training to Harassment Contact Officers, First Aid Officers and Health and Safety Representatives
- voluntary influenza vaccinations
- appropriate training to employees in workplace responsibility roles
- National Safe Work Month activities
- an annual wellbeing reimbursement for activities or therapies to help employees lead a healthy lifestyle

- an early intervention program that reimburses employees for out-of-pocket expenses related to a workplace injury, illness or impairment to a total of \$880 per incident, and
- support for employees who may be exposed to the risk of experiencing vicarious trauma through the work they do.

WHS incidents and workers' compensation claims

Under section 38 of the *Work Health and Safety Act 2011* (Cth) (WHS Act), the agency is required to notify the Commonwealth WHS regulator, Comcare, of any incidents arising from the conduct of a business or undertaking that result in the death, serious injury or serious illness of a person or involve a dangerous incident.

During the period of 2024–25 Safe Work Australia notified Comcare of no incidents. There were no new workers' compensation claims accepted by Comcare during this period.

Employee Consultative Forum

The Employee Consultative Forum (ECF) is the primary mechanism to ensure effective communication, understanding and cooperation between the agency and employees. It incorporates the Health and Safety Committee. The ECF ensures that the agency meets its requirements under the current enterprise agreement, the *Fair Work Act 2009* (Cth) and the WHS Act.

The ECF is committed to communicating and consulting directly with employees. It meets at least 4 times per year to discuss and consult on workplace issues, planned changes to employment-related policies and procedures, WHS issues and diversity and inclusion.

In addition, plans are underway to implement a WHS sub-committee. This sub-committee will provide a more focused platform for addressing specific health and safety concerns, supporting the broader objectives of the ECF and enhancing the agency's commitment to a safe and inclusive workplace.

Safe Work Australia proactively undertook internal inspections and reviews of internal WHS policies and procedures as part of preventive measures to mitigate risks. This included a biannual office-based workplace inspection and reviewing the WHS Management System. Safe Work Australia also participated in a Comcare proactive engagement inspection on WHS consultation, cooperation and coordination. The Comcare inspection resulted in no non-compliance findings and 2 improvement-based recommendations for consideration, which have been implemented.

Corporate governance framework

Leadership, ethics and culture

All Safe Work Australia employees are required to uphold the APS Values and Employment Principles and the APS Code of Conduct in connection with their employment. New APS employees and graduates joining the agency are required to undertake training on their integrity obligations and on the APS Values and Principles under the PS Act.

We also use our internal communications function to ensure employees have regular access to information in plain English to understand individual accountabilities and meet their obligations.

Safe Work Australia requires all its employees to undertake a variety of mandatory training modules each year to support the agency to develop and maintain a culture of integrity and compliance.

Module topics include:

- health, safety and wellbeing
- the Commonwealth Child Safe Framework
- cultural diversity – including First Nations cultural safety information
- workplace behaviour – discrimination, bullying and harassment
- workplace sexual harassment: an overview for workers (APS 1–6)
- workplace sexual harassment: an overview for employers and managers (EL 1–SES)
- introduction to risk in the Commonwealth
- privacy awareness
- records management
- fraud awareness, and
- security awareness.

In 2024–25 there were no investigations into suspected breaches of the APS Code of Conduct.

Planning and reporting processes

Planning underpins the work of the agency. Our Corporate Plan and Operational Plan are high-level strategic documents developed with reference to the functions identified in our enabling legislation and the priorities agreed with Safe Work Australia Members and work health and safety (WHS) ministers. These plans are supported at an operational level by work plans, which detail specific projects and key business as usual activities that we will complete throughout the year.

We monitor our performance in delivering on the strategies, projects and activities identified in our plans and report regularly on our progress to Members. We have reinvigorated our focus on project management across Safe Work Australia to ensure we deliver high-quality work, improve decision-making and achieve the best outcomes. We also prepare an annual performance statement, in accordance with the *Public Governance, Performance and Accountability Act 2013* (Cth) (PGPA Act) and our enabling legislation, that details our performance against our legislated outcome.

Risk management framework

Safe Work Australia maintains a Risk Management Framework in line with the Commonwealth Risk Management Policy, including a Risk Appetite Statement; a Risk Management Policy; a Risk Management Guide, including risk assessment templates; and an enterprise risk assessment.

Business continuity management

Safe Work Australia conducts business continuity planning and reviews to ensure it remains prepared to respond quickly and effectively to an emergency situation.

Fraud control

Safe Work Australia complies with section 10 of the PGPA Rule and the Commonwealth Fraud Control Framework by minimising the incidence of fraud through the development, implementation and regular review of its Fraud Control Plan and fraud risks.

This is undertaken in the context of Safe Work Australia's Risk Management Framework.

We provide annual mandatory fraud awareness training to all staff through Safe Work Australia's online learning system. Safe Work Australia continues to remind staff of their responsibility for the prevention and detection of fraud against the Commonwealth through training, as part of the induction process for new starters and through internal communications.

Existing fraud controls are deemed to be operating effectively, with no potential fraud incidents being identified during the 2024–25 reporting period.

Freedom of information

Under Part II of the *Freedom of Information Act 1982* (Cth) (FOI Act), Safe Work Australia is required to publish information as part of the Information Publication Scheme (IPS).

Safe Work Australia must display a plan on its website showing what information it publishes in accordance with the IPS. Our IPS Agency Plan is available on the Safe Work Australia website. In accordance with section 9(1) of the FOI Act, Safe Work Australia last reviewed the IPS Agency Plan in October 2023 and accordingly updated the IPS Agency Plan.

Under section 11C of the FOI Act, Safe Work Australia is required to maintain a freedom of information disclosure log through which information that is released under the FOI Act (excluding personal information and other sensitive information) is made publicly available. Our FOI disclosure log is available on the Safe Work Australia website.

Safe Work Australia received 13 valid requests under the FOI Act in 2024–25. These requests were managed in compliance with the FOI Act.

Public interest disclosure

In accordance with the *Public Interest Disclosure Act 2013* (Cth), Safe Work Australia has established effective internal procedures for facilitating and responding to public interest disclosures. These procedures are published on the Safe Work Australia website.

No public interest disclosures were made to either the CEO or an appointed authorised officer of Safe Work Australia in 2024–25.

Compliance with the Commonwealth Procurement Rules

Safe Work Australia's approach to procuring goods and services, including consultancies, is consistent with, and reflects the principles of, the Commonwealth Procurement Rules.

Information on significant procurements expected to be undertaken is outlined in our annual procurement plan, available on AusTender.

Privacy

Safe Work Australia's privacy framework is guided by our privacy policy, which sets out how we deal with personal information in respect of our functions and activities. Our privacy policy is available on the Safe Work Australia website.

The Privacy Commissioner may consider a privacy issue, including breach notifications and complaints, and issue a report or determination. In 2024–25 there were no complaints made to the Privacy Commissioner.

Safe Work Australia did not report any notifiable data breaches under the Notifiable Data Breaches Scheme under the *Privacy Act 1988* (Cth) in 2024–25.

Safe Work Australia prepared a privacy management plan (PMP) for the year 2024–25 under the *Privacy (Australian Government Agencies – Governance) APP Code 2027* (APP Code). Most of the actions under the 2024–25 PMP were successfully or partially achieved. Actions in the 2024–25 PMP which were either partially achieved or not achieved have been included in the 2025–26 PMP.

To comply with its obligations under the APP Code, Safe Work Australia has undertaken actions including updating the Personal Information Register, undertaking an annual review and update of its privacy governance materials and providing mandatory privacy training to staff.

In accordance with the APP Code, Safe Work Australia is required to establish a written Privacy Impact Assessment Register for all 'high privacy risk' projects or initiatives that involve new or changed ways of handling personal information. Where a project or initiative is not a 'high privacy risk' project, Safe Work Australia may also undertake a privacy impact assessment as a privacy best practice measure. Safe Work Australia maintains an up-to-date register of completed privacy impact assessments on our website (www.safeworkaustralia.gov.au/privacy-impact-assessment-register). In 2024–25, Safe Work Australia listed 4 privacy impact assessments on the register.

Intellectual property

Safe Work Australia is in the process of developing and implementing its internal intellectual property policy, having regard to the Australian Government Intellectual Property Principles. Safe Work Australia aims to finalise this policy within the 2025–26 reporting period.

Accountable Authority Instructions

Safe Work Australia maintains Accountable Authority Instructions (AAs) based on the Department of Finance’s model AAs, financial and non-financial delegations, and policies, procedures and guidelines to reinforce delegations made by the Chief Executive Officer.

Internal accountability

Audit Committee

The Safe Work Australia Audit Committee operates in accordance with the requirements of the PGPA Act and PGPA Rule 17 – Audit Committee for Commonwealth Entities. The Audit Committee provides independent assurance and assistance to the CEO on the integrity of Safe Work Australia's:

- financial data and processes
- risks, controls and compliance framework, and
- external accountability responsibilities.

Further detail on the Audit Committee's functions can be found in the Safe Work Australia Audit Committee Charter on the Safe Work Australia website (www.safeworkaustralia.gov.au/doc/safe-work-australia-audit-committee-charter-2023).

The Audit Committee held 4 meetings during the financial year, in September and November 2024 and April and June 2025.

Audit Committee current membership

Mathew Ford (Chair)

Mathew Ford is a Certified Practising Accountant and holds a Bachelor of Business degree. Mathew is currently working in the APS, where he has held several senior positions, across various portfolios, in the areas of finance, human resources, governance, procurement policy, risk, audit and assurance and strategy.

Mathew has also worked in the Victorian Public Service in logistics and emergency management roles.

Mathew attended all 4 meetings held in 2024–25 and was remunerated a total of \$0 for the year.

Geoff Knuckey (independent member)

Geoff Knuckey holds a Bachelor of Economics and is a Fellow of the Institute of Chartered Accountants, a graduate of the Australian Institute of Company Directors and a Registered Company Auditor.

Geoff has extensive experience as an audit committee member or chair and is currently serving on audit committees for numerous government entities.

He also has extensive experience as a director and serves on boards and audit committees of multiple private sector entities.

He has been a full-time company director and audit committee member since 2009 following a 32-year career with Ernst & Young in which he specialised in audit and assurance services in both the public and private sectors across a range of industries.

Geoff attended all 4 meetings held in 2024–25 and was remunerated a total of \$0 for the year.

Susan Ryan (independent member)

Susan Ryan is a Chartered Accountant, holds a Diploma of Fraud Control and a Bachelor of Commerce and is a member of the Australian Institute of Company Directors and the Institute of Internal Auditors (Australia).

Susan has more than 25 years' experience in risk and advisory firms, including as a principal in a Big 4 accounting firm and as a managing director of a global consulting firm.

She has also held positions in the SES in 2 Australian Government agencies. Susan serves as an independent audit and risk committee member of Commonwealth entity committees and is the managing director of a small consulting firm.

Susan has a strong background in internal audit, risk advisory and assurance services to a range of public and private sector organisations. Susan's areas of specialty include risk management, fraud prevention and detection and internal control redesign.

Susan attended all 4 meetings held in 2024–25 and was remunerated a total of \$10,037.50 (GST inclusive) for the year.

Internal audit

The 2024–25 Strategic Internal Audit Plan (SIAP) detailed the internal audit activity proposed for Safe Work Australia for the financial year and identified potential future internal audit topics. The SIAP is aligned to the agency's role and strategies to achieve its outcome as defined in the 2024–2028 Safe Work Australia Corporate Plan.

Internal audits in 2024–25 were undertaken by the Synergy Group on behalf of Safe Work Australia.

External accountability

Judicial decisions and decisions of administrative tribunals

No judicial decisions were made by courts or administrative tribunals, and no decisions were made by the Australian Information Commissioner, that had, or may have had, a significant effect on the operations of Safe Work Australia in 2024–25.

Commonwealth Ombudsman

No adverse reports on Safe Work Australia's operations were made in 2024–25 by the Commonwealth Ombudsman. No complaints in relation to Safe Work Australia's actions were made to the Commonwealth Ombudsman in 2024–25. There were no earlier complaints that remained open.

Auditor-General

Safe Work Australia was subject to an audit by the Australian National Audit Office for the 2024–25 financial statements. No other audits were undertaken by the Auditor-General.

Parliamentary committees

No adverse reports on Safe Work Australia's operations were given in 2024–25 by a parliamentary committee.

Part 6 – Financial performance

In 2024–25, Safe Work Australia reported an operating surplus of \$0.04 million, following a \$2.2 million surplus in 2023–24.

Safe Work Australia had a moderate increase in revenue in 2024–25, primarily due to indexation and contributions to the cost of preparing the National Return to Work Survey.

Expenses in delivering the Safe Work Australia Operational Plan also increased in 2024–25. Activities which contributed to additional expenditure included:

- a review of the engineered stone prohibition
- design of model Codes of Practice on crystalline silica, fatigue and infectious diseases
- a redesign of the National Return to Work Survey
- a new worker exposure survey, and
- the establishment of an internal dedicated research function.

At 30 June 2025, Safe Work Australia enjoyed a strong financial position and capacity to meet its obligations, with positive net assets of \$25.1 million largely made up of cash held in the Special Account.

More detail is available in the financial statements. The Auditor-General issued an unmodified opinion on these statements.

Budget outlook

Total departmental annual appropriation revenue and state and territory government contributions are budgeted to slightly increase from \$25 million in 2024–25 to \$25.6 million in 2025–26.

Asset management

In 2024–25, SWA managed non-financial assets (excluding prepayments) with a gross value of \$9.6 million. This includes long-term office leases recognised as right-of-use assets with gross value of \$9.2 million. Asset revaluation was conducted by an independent valuer during the financial year. All assets are subject to a stocktake to verify the accuracy of records. Assets are depreciated at rates applicable to the asset class.

Financial overview

Safe Work Australia is jointly funded by the Commonwealth, state and territory governments through the Intergovernmental Agreement for Regulatory and Operational Reform in Occupational Health and Safety and the SWA Act. Commonwealth departmental appropriations and state and territory government contributions are held in the Safe Work Australia Special Account and used for the delivery of our functions as specified in the SWA Act.

Safe Work Australia does not receive any administered funding.

Purchasing

Safe Work Australia's approach to purchasing and procurement is consistent with the principles of the Commonwealth Procurement Rules. Our approach is set out in Accountable Authority Instructions, a procurement policy and internal guidance material.

During 2024–25, Safe Work Australia utilised established procurement methods, including mandatory panels and non-mandatory panels, open and limited tendering, and the Commonwealth Contracting Suite.

Strategic Commissioning Framework

In 2024–25, Safe Work Australia achieved our target to bring core work in-house in line with the APS Strategic Commissioning Framework. The agency targeted a reduction of \$157,938 (GST exclusive) in external policy, legal and parliamentary, data and research, communications and marketing, compliance and regulation, and accounting and finance services.

Exempt contracts

Safe Work Australia had no contracts or standing offers with a value greater than \$10,000 (inclusive of GST) that were exempt from being published on AusTender during 2024–25.

Australian National Audit Office access clause

All contracts with a value of \$100,000 (inclusive of GST) or more entered during 2024–25 included an Australian National Audit Office access clause.

Support of small and medium enterprises

Safe Work Australia supports small business participation in the Commonwealth Government procurement market. Small and Medium

Enterprise (SME) and Small Enterprise participation statistics are available on the Department of Finance's website (finance.gov.au).

Safe Work Australia's activities to support SMEs include:

- complying with the Commonwealth Procurement Framework
- mandatory use of the Commonwealth Contracting Suite for all low-risk procurements valued under \$200,000 (inclusive of GST) where a mandatory panel does not apply
- implementing the Indigenous Procurement Policy (IPP), noting many Indigenous businesses are also SMEs
- complying with the government's Supplier Pay On-Time or Pay Interest Policy
- using credit cards for procurements valued below \$10,000 (inclusive of GST)
- communicating in clear, simple language and presenting information in accessible formats, and
- using electronic invoicing arrangements.

Safe Work Australia recognises the importance of ensuring that small businesses are paid on time. The results of the Survey of Australian Government Payments to Small Business are available on the Treasury's website (treasury.gov.au).

Grants

We manage our grant programs in accordance with the Australian Government's legislative framework and the Commonwealth Grants Rules and Principles.

Information on grants awarded by Safe Work Australia is available on the Australian Government GrantConnect website (grants.gov.au). No new grants were awarded in 2024–25.

Legal costs

Information required by the *Legal Services Directions 2017* on Safe Work Australia's legal services expenditure will be made available on the Safe Work Australia website (<https://www.safeworkaustralia.gov.au/>) by 30 October 2025.

Reportable consultancy contracts

Safe Work Australia engages consultants when expertise required is not available internally or when independent advice is needed. Decisions to

engage consultants are made in accordance with the PGPA Act and related regulations, including the CPRs and internal policies.

Annual reports contain information about actual expenditure on reportable consultancy contracts. Information on the value of reportable consultancy contracts is available on the AusTender website (tenders.gov.au).

During 2024–25, total reportable consultancy expenditure was \$1.4 million as disclosed in Table 13 below. There were 10 new reportable consultancy contracts entered into involving total actual expenditure of \$0.9 million (GST inclusive). In addition, 7 ongoing reportable consultancy contracts were active during the period, involving total actual expenditure of \$0.5 million (GST inclusive). Consultants mainly provided management advisory services.

Table 13: Expenditure on reportable consultancy contracts current report period (2024–25)

	Number	Expenditure \$'000 (GST inc.)
New contracts entered into during the reporting period	10	870
Ongoing contracts entered into during a previous reporting period	7	538
Total	17	1,408

The total actual expenditure reported for consultancy contracts differs from the Financial Statements due to the treatment of GST and accruals.

Table 14 below lists the 5 organisations that received the largest share of reportable consultancy contract expenditure during the reporting year.

Table 14: Organisations receiving a share of reportable consultancy contract expenditure current report period (2024–25)

Name of organisation	Organisation ABN	Expenditure \$'000 (GST inc.)
Nous Group Pty Ltd	66 086 210 344	275

Wallis Consulting Group Pty Ltd	76 105 146 174	180
University of Wollongong	61 060 567 686	176
Gartner Australasia Pty Ltd CEB Global Ltd	69 003 708 601	127
Synergy Group Australia Pty Ltd	65 119 369 827	100

Reportable non-consultancy contracts

Non-consultancy contracts include all procurement-related contracts not deemed to be a consultancy.

Annual reports contain information about actual expenditure on reportable non-consultancy contracts. Information on the value of reportable non-consultancy contracts is available on the AusTender website (tenders.gov.au).

During 2024–25, total reportable non-consultancy contract expenditure was \$3.1 million as disclosed in Table 15 below. There were 31 new reportable non-consultancy contracts entered into involving total actual expenditure of \$0.6 million (GST inclusive). In addition, 24 ongoing reportable non-consultancy contracts were active during the period, involving total actual expenditure of \$2.5 million (GST inclusive).

Table 15: Expenditure on reportable non-consultancy contracts current report period (2024–25)

	Number	Expenditure \$'000 (GST inc.)
New contracts entered into during the reporting period	31	573
Ongoing contracts entered into during a previous reporting period	24	2,503
Total	55	3,076

The total actual expenditure reported for consultancy contracts differs from the Financial Statements due to the treatment of GST and accruals.

Table 16 below lists the 5 organisations that received the largest share of reportable non-consultancy contract expenditure during the reporting year.

Table 16: Organisations receiving a share of reportable non-consultancy contract expenditure current report period (2024–25)

Name of organisation	Organisation ABN	Expenditure \$'000 (GST inc.)
Jones Lang LaSalle (ACT) Pty Ltd	69 008 585 260	1,295
Australian Institute Health Welfare	16 515 245 497	765
Acendre Pty Ltd	26 079 099 282	101
Yellow Hat Consulting Pty Ltd	26 648 611 401	88
Annex Digital Pty Ltd	44 619 502 117	53

Entity resource statement and expenses by outcome

	Actual available appropriation for 2024-25 \$'000 (a)	Payments made 2024- 25 \$'000 (b)	Balance remaining 2024-25 \$'000 (c)
Departmental			
Annual appropriations	12,572	12,572	0
Annual appropriations - other services - non-operating	-	0	-
Total departmental annual appropriations	12,572	12,572	0
Departmental special appropriations	-	0	-
Total special appropriations	-	0	-
Special Accounts ¹	52,990	24,103	28,887
Total Special Accounts	52,990	24,103	28,887
Less departmental appropriations drawn from annual appropriation and credited to special accounts	12,572	12,572	0
Total departmental resourcing	52,990	24,103	28,887
Total resourcing and payments for Safe Work Australia	52,990	24,103	28,887

¹ Excludes trust moneys held in Services for Other Entities and Trust Moneys (SOETM) and other special accounts.

Expenses by outcome

Expenses for outcome 1: Healthier, safer and more productive workplaces through improvements to Australian work health and safety and workers' compensation arrangements.	Budget 2024-25 \$'000 (a)	Actual Expenses 2024-25 \$'000 (b)	Variation 2024-25 \$'000 (a) - (b)
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**Program 1.1: Reform of and
improvements to Australian
work health and safety and
workers' compensation
arrangements**

Departmental appropriation	12,276	12,276	0
s74 External Revenue	-	-	-
Special appropriations	-	-	-
Special accounts	11,669	11,178	491
Expenses not requiring appropriation in the Budget year ¹	1,351	1,701	-350
Departmental total	25,296	25,155	141
Total expenses for Outcome 1	25,296	25,155	141
Average Staffing Level (number)	101	104	-3

¹ Expenses not requiring appropriation in the Budget year are made up of depreciation expenses, amortisation expenses and audit fees.



INDEPENDENT AUDITOR'S REPORT

To the Minister for Employment and Workplace Relations

Opinion

In my opinion, the financial statements of the Safe Work Australia (the Entity) for the year ended 30 June 2025:

- (a) comply with Australian Accounting Standards – Simplified Disclosures and the *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015*; and
- (b) present fairly the financial position of the Entity as at 30 June 2025 and its financial performance and cash flows for the year then ended.

The financial statements of the Entity, which I have audited, comprise the following as at 30 June 2025 and for the year then ended:

- Statement by the Accountable Authority and Chief Financial Officer;
- Statement of Comprehensive Income;
- Statement of Financial Position;
- Statement of Changes in Equity;
- Cashflow Statement; and
- Notes to the financial statements, comprising a summary of material accounting policy information and other explanatory information.

Basis for opinion

I conducted my audit in accordance with the Australian National Audit Office Auditing Standards, which incorporate the Australian Auditing Standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of my report. I am independent of the Entity in accordance with the relevant ethical requirements for financial statement audits conducted by the Auditor-General and his delegates. These include the relevant independence requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) to the extent that they are not in conflict with the *Auditor-General Act 1997*. I have also fulfilled my other 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.

Accountable Authority's responsibility for the financial statements

As the Accountable Authority of the Entity, the Chief Executive Officer is responsible under the *Public Governance, Performance and Accountability Act 2013* (the Act) for the preparation and fair presentation of annual financial statements that comply with Australian Accounting Standards – Simplified Disclosures and the rules made under the Act. The Chief Executive Officer is also responsible for such internal control as the Chief Executive Officer determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Chief Executive Officer is responsible for assessing the ability of the Entity to continue as a going concern, taking into account whether the Entity's operations will cease as a result of an administrative restructure or for any other reason. The Chief Executive Officer is also responsible for disclosing,

as applicable, matters related to going concern and using the going concern basis of accounting, unless the assessment indicates that it is not appropriate.

Auditor's responsibilities for the audit of the financial statements

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

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

- identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control;
- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Entity's internal control;
- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Accountable Authority;
- conclude on the appropriateness of the Accountable Authority'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 Entity's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My 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 Entity to cease to continue as a going concern; and
- evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with the Accountable Authority 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.

Australian National Audit Office



Naveed Nisar
Audit Principal

Delegate of the Auditor-General

Canberra
30 September 2025

Statement by the Accountable Authority and Chief Financial Officer

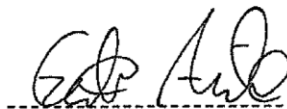
In our opinion, the attached financial statements for the year ended 30 June 2025 comply with subsection 42(2) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act), and are based on properly maintained financial records as per subsection 41(2) of the PGPA Act.

In our opinion, at the date of this statement, there are reasonable grounds to believe that Safe Work Australia will be able to pay its debts as and when they fall due.



Marie Boland
Chief Executive Officer

30 September 2025



Gareth Appleton
Chief Financial Officer

30 September 2025

Financial statements

Statement of Comprehensive Income

For the period ended 30 June 2025

	Notes	2025 \$'000	2024 \$'000	Original Budget \$'000
NET COST OF SERVICES				
Expenses				
Employee benefits	1.1A	16,928	15,057	14,432
Suppliers	1.1B	6,563	5,387	9,401
Depreciation and amortisation	2.2A	1,631	1,535	1,291
Grants	1.1C	-	119	140
Finance cost	1.1D	32	42	32
Impairment loss on financial instruments		1	36	-
Total expenses		25,155	22,176	25,296
Own-Source Income				
Sale of goods and rendering of services	1.2A	12,712	12,233	12,573
Other revenue	1.2B	81	139	60
Total own-source revenue		12,793	12,372	12,633
Gains				
Other gains	1.2C	122	63	-
Total gains		122	63	
Total own-source income		12,915	12,435	12,633
Net cost of service		(12,240)	(9,741)	(12,663)
Revenue from Government	1.2D	12,276	11,939	12,276
Surplus / (deficit) on continuing operations		36	2,198	(387)
OTHER COMPREHENSIVE INCOME				
Items not subject to subsequent reclassification to net cost of services				
Changes in asset revaluation reserve		242	135	-
Total other comprehensive income		242	135	-
Total comprehensive income		278	2,333	(387)

The above statement should be read in conjunction with the accompanying notes.

Safe Work Australia Annual Report 2024-25

Statement of Financial Position

As at 30 June 2025

	Notes	2025 \$'000	2024 \$'000	Original Budget \$'000
ASSETS				
Financial assets				
Cash	2.1A	28,887	28,430	24,257
Trade and other receivables	2.1B	977	208	1,247
Total financial assets		29,864	28,638	25,504
Non-financial assets				
Buildings ¹	2.2A	3,354	4,617	3,554
Plant and equipment	2.2A	353	402	802
Prepayments		185	358	206
Total non-financial assets		3,892	5,377	4,562
Total assets		33,756	34,015	30,066
LIABILITIES				
Payables				
Suppliers	2.3A	1,544	1,414	880
Other payables	2.3B	578	673	401
Total payables		2,122	2,087	1,281
Interest bearing liabilities				
Leases	2.4A	2,856	3,901	2,822
Total interest-bearing liabilities		2,856	3,901	2,822
Provisions				
Employee provisions	4.1A	3,644	3,467	4,272
Total provisions		3,644	3,467	4,272
Total liabilities		8,622	9,455	8,375
Net assets		25,134	24,560	21,691
EQUITY				
Contributed equity		6,653	6,357	6,653
Reserves		2,584	2,342	2,207
Retained surplus		15,897	15,861	12,831
Total equity		25,134	24,560	21,691

1. A right-of-use asset for the lease of office space is included in Buildings. The carrying value of the lease liability as at 30 June 2025 is \$2.5 million.

The above statement should be read in conjunction with the accompanying notes.

Statement of Changes in Equity*For the period ended 30 June 2025*

	Notes	2025 \$'000	2024 \$'000	Original Budget \$'000
CONTRIBUTED EQUITY				
Opening balance				
Balance carried forward from previous period		6,357	6,069	6,357
Contributions by owners				
Departmental capital budget		296	288	296
Closing balance as at 30 June		6,653	6,357	6,653
ASSET REVALUATION RESERVE				
Opening balance				
Balance carried forward from previous period		2,342	2,207	2,207
Comprehensive income				
Change in revaluation reserve		242	135	-
Closing balance as at 30 June		2,584	2,342	2,207
RETAINED EARNINGS				
Opening balance				
Balance carried forward from previous period		15,861	13,663	13,218
Comprehensive income				
Surplus / (deficit) for the period		36	2,198	(387)
Total comprehensive income		36	2,198	(387)
Closing balance as at 30 June		15,897	15,861	12,831
TOTAL EQUITY				
Opening balance				
Balance carried forward from previous period		24,560	21,939	21,782
Comprehensive income				
Surplus / (deficit) for the period		36	2,198	(387)
Change in asset revaluation reserve		242	135	-
Total comprehensive income		278	2,333	(387)
Contributions by owners				
Departmental capital budget		296	288	296
Closing balance as at 30 June		25,134	24,560	21,691

The above statement should be read in conjunction with the accompanying notes.

Accounting PolicyDepartmental capital budgets

Amounts appropriated which are designated as departmental capital budgets are recognised directly in contributed equity in that year.

Cashflow Statement

For the period ended 30 June 2025

	Notes	2025 \$'000	2024 \$'000	Original Budget \$'000
OPERATING ACTIVITIES				
Cash received				
Appropriations		12,276	11,939	12,276
Sale of goods and rendering of services		13,165	13,210	12,573
GST received		-	-	1,156
Other		97	141	-
Total cash received		25,538	25,290	26,005
Cash used				
Employees		17,154	15,190	14,432
Suppliers		6,363	4,597	9,341
GST paid		706	833	1,156
Grants		-	119	140
Interest payments on lease liabilities		32	42	32
Total cash used		24,255	20,781	25,101
Net cash from operating activities		1,283	4,509	904
INVESTING ACTIVITIES				
Cash used				
Purchase of plant and equipment		77	290	380
Total cash used		77	290	380
Net cash used by investing activities		(77)	(290)	(380)
FINANCING ACTIVITIES				
Cash received				
Departmental capital budget		296	288	296
Total cash received		296	288	296
Cash used				
Principal payments of lease liabilities		1,045	998	1,053
Total cash used		1,045	998	1,053
Net cash used by financing activities		(749)	(710)	(757)
Net increase in cash held		457	3,509	(233)
Cash at the beginning of the reporting period		28,430	24,921	24,490
Cash at the end of the reporting period	2.1A	28,887	28,430	24,257

The above statement should be read in conjunction with the accompanying notes.

Budget variance commentary

For the period ended 30 June 2025

Safe Work Australia's original budget estimates for the reporting period were published in the 2024-25 Employment and Workplace Relations Portfolio Budget Statements.

The below commentary provides explanations for significant variances (that are greater than +/- \$0.5m and +/- 10% of the original budget for a line item) between Safe Work Australia's original budget and the actual financial performance and position for the financial year.

Explanation of significant variances	Affected line items	Variance Amount
<u>2024-25 Operational Plan</u> - Increased employee levels associated with a review of the engineered stone prohibition, new research function, expansion of data capability to support survey development, and restructure. - Lower use of external service providers than initially planned due to delivery of projects in-house. - Variation in the timing of cash payments to suppliers across financial years.	- Employee Benefits – Statement of comprehensive income - Employees – Cash flow statement - Suppliers – Statement of comprehensive income - Suppliers – Cash flow statement <u>Suppliers</u> payables - Statement of financial position	\$2.5 million \$2.7 million (\$2.8 million) (\$3.0 million) \$0.7 million
<u>Other variances</u> - Higher than budgeted opening cash balance following prior year surplus and decrease in trade and other receivables. - Transfer out / payment of leave balances and higher use of leave than budgeted. - GST received budget was not required as GST was net payable.	- Cash – Statement of Financial Position - Employee provisions – Statement of Financial Position - GST received – Cashflow statement	\$4.6 million (\$0.6 million) (\$1.2 million)

Overview

Objectives of Safe Work Australia

Safe Work Australia is responsible for delivering national work health and safety and workers' compensation policy, evidence and communication initiatives. Safe Work Australia was established as a statutory agency by the *Safe Work Australia Act 2008* (Cth).

The Basis of Preparation

The financial statements are general purpose financial statements as required by section 42 of the *Public Governance, Performance and Accountability Act 2013*.

The financial statements have been prepared in accordance with:

- (a) *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015* (FRR); and
- (b) Australian Accounting Standards and Interpretations.

The financial statements have been prepared on an accrual basis and in accordance with the historical cost convention, except for certain assets and liabilities at fair value. Except where stated, no allowance is made for the effect of changing prices on the results or the financial position. The financial statements are presented in Australian dollars.

Significant Accounting Judgements and Estimates

Safe Work Australia has made assumptions or estimates that have had a significant impact on the amounts recorded in the following areas:

Balance	Nature of significant accounting judgements and estimates
Fair value of buildings, plant and equipment	Assessed at market value or depreciated replacement cost as determined by an independent valuer at least once every three years and subject to management assessment in between.
Employee provisions	Long service leave provisions are adjusted in accordance with the Department of Finance issued Long Service Leave Model. Annual Leave provisions involve assumptions on patterns of leave claims and payouts.

No accounting assumptions or estimates have been identified that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

New Accounting Standards

There were no new accounting standards that had an impact on these statements.

Taxation

Safe Work Australia is exempt from all forms of taxation except Fringe Benefits Tax (FBT) and Goods and Services Tax (GST).

Events After the Reporting Period

There were no subsequent events that had the potential to significantly affect the ongoing structure and financial activities of Safe Work Australia.

Financial performance

This section analyses the financial performance of Safe Work Australia for the year ended 30 June 2025.

1.1 Expenses

	2025 \$'000	2024 \$'000
1.1A: Employee Benefits		
Wages and salaries	11,895	10,554
Leave and other entitlements	2,847	1,934
Superannuation		
Defined contribution plans	1,720	1,465
Defined benefit plans	456	515
Separation and redundancies	10	589
Total employee benefits	16,928	15,057

Accounting Policy

Accounting policies for employee related expenses are contained in Note 4.1A Employee Provisions.

1.1B: Suppliers

Goods and services supplied or rendered

Contractors	1,327	877
Consultants	1,277	1,150
Corporate costs	1,149	935
Legal	545	273
IT services	473	631
Other	432	292
Recruitment and training	389	276
Travel	222	190
Property costs	210	157
Subscriptions	192	243
Meeting expenses	74	62
Audit fees	70	59
Advertising	34	165
Office supplies	32	25
Total goods and services supplied or rendered	6,426	5,335

Goods supplied

Services rendered

Total goods and services supplied or rendered

Goods supplied	71	131
Services rendered	6,355	5,204
Total goods and services supplied or rendered	6,426	5,335

Other suppliers

Workers' compensation expenses

Total other suppliers

Total suppliers

Workers' compensation expenses	137	52
Total other suppliers	137	52
Total suppliers	6,563	5,387

1.1C: Grants

Grants

Total grants

Grants	-	119
Total grants	-	119

1.1D: Finance costs

Interest on lease liabilities

Total finance costs

Interest on lease liabilities	32	42
Total finance costs	32	42

1.2 Own-Source Revenue and Gains

	2025 \$'000	2024 \$'000
1.2A: Sale of goods and rendering of services		
State and territory contributions	12,712	12,233
Total sale of goods and rendering of services	12,712	12,233

Accounting policy

State and territory contributions are recognised over the course of the year as work is completed. All contributions are recognised as earned by the reporting date. Contribution amounts are received in accordance with the Inter-Governmental Agreement for Regulation and Operational Reform in Occupational Health and Safety.

1.2B: Other revenue

Resources received free of charge - Remuneration of auditors	70	59
Other	11	80
Total other revenue	81	139

Accounting policy

Resources received free of charge are recognised as revenue when, and only when, a fair value can be reliably determined and the services would have been purchased if they had not been donated. Use of those resources is recognised as an expense. Resources received free of charge are recorded as either revenue or gains depending on their nature.

1.2C: Other gains

Other	122	63
Total other gains	122	63

1.2D: Revenue from Government

Departmental appropriations	12,276	11,939
Total revenue from Government	12,276	11,939

Accounting policy

Amounts appropriated from departmental appropriations for the year (adjusted for any formal additions and reductions) are recognised as Revenue from Government when Safe Work Australia gains control of the appropriation. Appropriations receivable are recognised at their nominal amounts.

Financial position

This section analyses Safe Work Australia's assets used to conduct its operations and the operating liabilities incurred as a result. Employee related information is disclosed in the People and relationships section.

2.1 Financial Assets

	2025 \$'000	2024 \$'000
2.1A: Cash		
Cash at hand	807	425
Cash in the Official Public Account	28,080	28,005
Total cash	28,887	28,430

Accounting policy

Cash is recognised at its nominal amount and forms part of the Safe Work Australia Special Account balance stated at Note 3.2. Cash includes Cash on hand and Cash in the Official Public Account.

2.1B: Trade and other receivables

Goods and services receivables

Goods and services	945	155
Total goods and services receivables	945	155

Other receivables

GST receivable	33	89
Total other receivables	33	89
Total trade and other receivables (gross)	978	244

Less expected credit loss allowance	(1)	(36)
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Total trade and other receivables (net)	977	208
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Credit terms for goods and services were within 30 days (2024: 30 days).

Accounting policy

Trade and other receivables that are held for the purpose of collecting contractual cash flows and where the cash flows are solely payments of principal and interest that are not provided at below-market interest rates, are subsequently measured at amortised cost using the effective interest method adjusted for any loss allowance.

Trade and other receivables are assessed for impairment at the end of each reporting period. An assessment is made using the simplified approach for trade and other receivables which measures the loss allowance as the amount equal to the lifetime credit losses. SWA has used historical experience to determine the estimated future losses.

2.2 Non-Financial Assets

2.2A: Reconciliation of the Opening and Closing Balances of Property, Plant and Equipment for 2025

	Buildings \$'000	Plant and equipment \$'000	Total \$'000
As at 1 July 2024			
Gross book value	9,466	446	9,912
Accumulated depreciation, amortisation and impairment	(4,849)	(44)	(4,893)
Total as at 1 July 2024	4,617	402	5,019
Additions			
Purchased	-	77	77
Revaluations of non-financial and intangible assets ¹	223	19	242
Depreciation and amortisation	(476)	(145)	(621)
Depreciation on right-of-use assets	(1,010)	-	(1,010)
Total as at 30 June 2025	3,354	353	3,707
Total as at 30 June 2025 represented by			
Gross book value	9,182	384	9,566
Accumulated depreciation, amortisation and impairment	(5,828)	(31)	(5,859)
Total as at 30 June 2025	3,354	353	3,707
Carrying amount of right-of-use assets	2,457	-	2,457

1. Revaluations are conducted in accordance with the revaluation policy stated at Note 2.2. A full revaluation was performed by a qualified valuer (Jones Lang LaSalle Advisory Services Pty Ltd) as at 30 April 2025.

Accounting policy

Assets are recorded at cost on acquisition except as stated below. The cost of acquisition includes the fair value of assets transferred in exchange and liabilities undertaken. Financial assets are initially measured at their fair value plus transaction costs where appropriate.

Assets acquired at no cost, or for nominal consideration, are initially recognised as assets and income at their fair value at the date of acquisition, unless acquired as a consequence of restructuring of administrative arrangements. In the latter case, assets are initially recognised as contributions by owners at the amounts at which they were recognised in the transferor's accounts immediately prior to the restructuring.

Asset recognition threshold

Purchases of buildings, plant and equipment are initially recognised at cost in the statement of financial position, except for purchases costing less than the thresholds listed below for each class of assets, which are expensed in the year of acquisition (other than where they form part of a group of similar items which are significant in total).

Leasehold Improvements: \$20,000

Plant and Equipment: \$2,000

Accounting policy (continued)**Leased Right of Use (ROU) Assets**

Leased ROU assets are capitalised at the commencement date of the lease and are comprised of the initial lease liability amount and initial direct costs incurred when entering into the lease less any lease incentives received.

These assets are accounted for by Commonwealth lessees as separate asset classes to corresponding assets owned outright but included in the same column as where the corresponding underlying assets would be presented.

Following initial application, an impairment review is undertaken for any ROU lease asset that shows indicators of impairment and an impairment loss is recognised against any ROU lease asset that is impaired. Leased ROU assets continue to be measured at cost after initial recognition in the Australian Commonwealth agency, General Government Sector and Whole of Government financial statements.

Depreciation

Depreciable buildings, plant and equipment assets are consumed over their estimated useful lives using the straight-line method of depreciation down to their estimated residual values.

Depreciation rates (useful lives), residual values and methods are reviewed at each reporting date and necessary adjustments are recognised in the current, or current and future, reporting periods, as appropriate.

Depreciation rates applying to each class of depreciable asset are based on the following useful lives:

	2025	2024
Leasehold Improvements	Lease term until 2027	Lease term until 2027
Plant and Equipment	3 to 20 years	3 to 20 years

The depreciation rates for ROU assets are based on the commencement date to the earlier of the end of the useful life of the ROU asset or the end of the lease term.

Revaluations

Following initial recognition plant and equipment are carried at fair value. Valuations are conducted with sufficient frequency to ensure that the carrying amounts of assets do not materially differ from the assets' fair values as at the reporting date. The regularity of independent valuations depends upon the volatility of movements in market values for the relevant assets. During 2024-25 Jones Lang LaSalle Advisory Services Pty Ltd (JLL) completed a comprehensive valuation to ensure that reported asset values reflect observable market values.

Revaluation adjustments are made on a class basis. Any revaluation increment is credited to equity under the heading of asset revaluation reserve except to the extent that it reversed a previous revaluation decrement of the same asset class that was previously recognised in the surplus / deficit. Revaluation decrements for a class of assets are recognised directly in the surplus / deficit except to the extent that they reversed a previous revaluation increment for that class. Any accumulated depreciation as at the revaluation date is offset against the gross carrying amount of the asset and the asset is restated to the revalued amount.

Impairment

All assets were assessed for impairment at 30 June 2025 where indications of impairment exist, the asset's recoverable amount is estimated and an impairment adjustment made if the asset's recoverable amount is less than its carrying amount.

The recoverable amount of an asset is the higher of its fair value less costs of disposal and its value in use. Value in use is the present value of the future cash flows expected to be derived from the asset. Where the future economic benefit of an asset is not primarily dependent on the asset's ability to generate future cash flows, and the asset would be replaced if the entity were deprived of the asset, its value in use is taken to be its depreciated replacement cost.

De-recognition

An item of plant and equipment is de-recognised upon disposal or when no further future economic benefits are expected from its use or disposal.

2.3 Payables

	2025 \$'000	2024 \$'000
2.3A: Suppliers		
Trade creditors and accruals	1,544	1,414
Total suppliers	1,544	1,414
2.3B: Other payables		
Salaries and wages	491	333
Superannuation	76	51
Separations and redundancies	-	272
Other	11	17
Total other payables	578	673

Settlement terms for suppliers are usually made net 20 days from receipt of Invoices.

2.4 Leases

2.4A: Leases		
Lease liabilities	2,856	3,901
Total leases	2,856	3,901
Maturity analysis - undiscounted cash flow		
Within 1 year	1,122	1,077
Between 1 to 5 years	1,768	2,890
Total Leases - undiscounted cash flow	2,890	3,967
Less future interest on lease liabilities	(34)	(66)
Total leases – discounted cash flow	2,856	3,901

The above lease disclosures should be read in conjunction with the accompanying Note 2.2.

The maturity analysis has been extended to reconcile undiscounted lease cash flows to discounted cash flows. Undiscounted lease cash flow between 1 to 5 years has been restated for 2024.

As a lessee, Safe Work Australia recognises a right-of-use asset and lease liability in relation to its leased office space. The lease term ends December 2027. The agreement includes fixed lease payments only with an annual rent increase of 3.85% each year.

Accounting policy

For all new contracts entered into, Safe Work Australia considers whether the 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'.

Once it has been determined that a contract is, or contains a lease, 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 the applicable incremental borrowing rate.

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 to the lease. When the lease liability is remeasured, the corresponding adjustment is reflected in the right-of-use asset or profit and loss depending on the nature of the reassessment or modification.

Funding

3.1 Appropriations

3.1A: Annual Appropriations ('Recoverable GST exclusive')

Annual appropriations for 2025

	Annual Appropriation \$'000	Total appropriation \$'000	Appropriation applied in 2025 (current and prior years) \$'000	Variance \$'000
Departmental				
Ordinary annual services	12,276	12,276	12,276	-
Capital budget ¹	296	296	296	-
Total departmental	12,572	12,572	12,572	-

1. Departmental capital budgets are appropriated through Appropriation Acts (No.1, 3). They form part of ordinary annual services and are not separately identified in the Appropriation Acts.

Annual appropriations for 2024

	Annual Appropriation \$'000	Total appropriation \$'000	Appropriation applied in 2024 (current and prior years) \$'000	Variance \$'000
Departmental				
Ordinary annual services	11,939	11,939	11,939	-
Capital budget ¹	288	288	288	-
Total departmental	12,227	12,227	12,227	-

1. Departmental capital budgets are appropriated through Appropriation Acts (No.1, 3). They form part of ordinary annual services and are not separately identified in the Appropriation Acts.

Safe Work Australia did not receive special appropriations in 2024-25 (2024: Nil).

3.2 Special Accounts

Recoverable GST Exclusive	Safe Work Australia Special Account	
	2025 \$'000	2024 \$'000
Balance brought forward from previous period	28,430	24,921
Increases		
Appropriation credited to special account	12,276	11,939
Capital injection - departmental capital budget	296	288
Revenue from services	11,891	13,210
Other receipts	97	141
Total increases	24,560	25,578
Available for payments	52,990	50,499
Decreases		
Payment made to suppliers	6,949	6,879
Payment made to employees	17,154	15,190
Total decreases	24,103	22,069
Total balance carried to the next period	28,887	28,430
Balance represented by:		
Cash held in entity bank accounts	807	425
Cash held in the Official Public Account	28,080	28,005
Total balance carried to the next period	28,887	28,430

The Safe Work Australia Special Account was established in accordance with section 64 of the *Safe Work Australia Act 2008* to provide a source of finance to resource Safe Work Australia. The appropriation authority to draw money from the Consolidated Revenue Fund is section 80 of the *Public Governance, Performance and Accountability Act 2013*.

3.3 Net Cash Appropriation Arrangements

	2025 \$'000	2024 \$'000
3.3A: Net Cash Appropriation Arrangements		
Total comprehensive surplus / deficit - as per the Statement of Comprehensive Income	36	2,198
Plus: depreciation / amortisation of assets funded through appropriations (departmental capital budget funding and / or equity injections) ¹	621	525
Plus: depreciation of right-of-use assets ²	1,010	1,010
Less: lease principal repayments ²	(1,045)	(998)
Net Cash Operating Surplus	622	2,735

- From 2010-11, the Government introduced net cash appropriation arrangements where revenue appropriations for depreciation / amortisation expenses of non-corporate Commonwealth entities and selected corporate Commonwealth entities were replaced with a separate capital budget provided through equity appropriations and / or departmental capital budgets. Capital budgets are appropriated in the period when cash payment for capital expenditure is required.
- The inclusion of depreciation / amortisation expenses related to ROU leased assets and the lease liability principal repayment amount reflects the impact of AASB 16 Leases, which does not directly reflect a change in appropriation arrangements.

People and relationships

This section describes a range of employment and post-employment benefits provided to our people and our relationships with other key people.

4.1 Employee Provisions

	2025 \$'000	2024 \$'000
4.1A: Employee Provisions		
Leave	3,644	3,467
Total employee provisions	3,644	3,467

Accounting policy

Employee provisions include annual and long service leave. No provision is made for personal leave which is non-vesting.

Liabilities for short-term employee benefits and termination benefits expected within 12 months of the end of reporting period are measured at their nominal amounts.

Leave

The leave liabilities are calculated on the basis of employees' remuneration at the estimated salary rates that will be applied at the time the leave is taken, including the entity's employer superannuation contribution rates to the extent that the leave is likely to be taken during service rather than paid out on termination.

The liability for long service leave has been determined using the Long Service Leave Liability Model issued by the Department of Finance. The estimate of the present value of the liability takes into account attrition rates and pay increases through promotion and inflation.

Separation and redundancy

Provision is made for separation and redundancy benefit payments. The entity recognises a provision for termination when it has developed a detailed formal plan for the terminations and has informed those employees affected that it will carry out the terminations.

Superannuation

The entity's staff are members of the Commonwealth Superannuation Scheme (CSS), the Public Sector Superannuation Scheme (PSS), the PSS accumulation plan (PSSap) or other superannuation funds held outside the Australian Government.

CSS and PSS are defined benefit schemes for the Australian Government, PSSap is a defined contribution scheme.

The liability for defined benefits is recognised in the financial statements of the Australian Government and is settled by the Australian Government in due course. This liability is reported in the Department of Finance's administered schedules and notes.

Safe Work Australia makes employer contributions to the employees' defined benefit superannuation scheme at rates determined by an actuary to be sufficient to meet the current cost to the Government. Safe Work Australia accounts for the contributions as if they were contributions to defined contribution plans. The liability for superannuation recognised as at 30 June represents outstanding contributions.

4.2 Key Management Personnel Remuneration

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of Safe Work Australia, directly or indirectly. Safe Work Australia has determined the key management personnel to be the Chief Executive Officer and Group Managers. Key management personnel remuneration is reported in the table below:

	2025 \$'000	2024 \$'000
Short-term employee benefits	1,039	1,718
Post-employment benefits	123	248
Other long-term employee benefits	24	111
Termination benefits	-	589
Total key management personnel remuneration expenses¹	1,186	2,666

There are three key management personnel included in the above table (2024: 7). The decrease in key management personnel and expenses in 2024-25 reflects a change in the management structure of the agency.

1. The above key management personnel remuneration excludes the remuneration and other benefits of the [Portfolio Minister](#). The Portfolio Minister's remuneration and other benefits are set by the Remuneration Tribunal and are not paid by Safe Work Australia.

4.3 Related Party Disclosures

Related party relationships:

Safe Work Australia is an Australian Government controlled entity. Related parties to Safe Work Australia are key management personnel, their close family members, the Portfolio and Cabinet Ministers, and other Australian Government entities.

Transactions with related parties:

Given the breadth of Government activities, related parties may transact with the government sector in the same capacity as ordinary citizens. Such transactions include the payment or refund of taxes, receipt of a Medicare rebate or higher education loans. These transactions have not been separately disclosed in this note.

Considering relationships with related entities, and transactions [entered into](#) during the reporting period by Safe Work Australia, it has been determined that there are no related party transactions to be disclosed.

Managing uncertainties

This section analyses how Safe Work Australia manages financial risks within its operating environment.

5.1 Contingent Assets and Liabilities

At 30 June 2025, Safe Work Australia had no contingent assets or contingent liabilities. Safe Work Australia is unaware of any quantifiable, unquantifiable or significant remote contingencies.

Accounting policy

Contingent assets and contingent liabilities are not recognised in the statement of financial position but are reported in the notes. They may arise from uncertainty as to the existence of an asset or liability or represent an asset or liability in respect of which the amount cannot be reliably measured. Contingent assets are disclosed when settlement is probable but not virtually certain and contingent liabilities are disclosed when settlement is greater than remote.

5.2 Financial Instruments

	2025 \$'000	2024 \$'000
5.2A: Categories of Financial Instruments		
Financial assets at amortised cost		
Cash	28,887	28,430
Goods and services receivables	945	155
Total financial assets at amortised cost	29,832	28,585
Total financial assets	29,832	28,585
Financial Liabilities		
Financial liabilities measured at amortised cost		
Suppliers	1,544	1,414
Total financial liabilities measured at amortised cost	1,544	1,414
Total financial liabilities	1,544	1,414

Accounting policy

The classification and measurement of financial assets under AASB 9 is determined by Safe Work Australia's business model for managing its financial assets and the contractual cash flow characteristics of those assets.

Financial assets

Safe Work Australia's financial assets are comprised of trade and other receivables that are held for the purposes of collecting the contractual cash flows.

Safe Work Australia classifies its financial assets as 'financial assets at amortised cost'.

Safe Work Australia derived no interest income from financial assets in either the current or prior year.

Financial liabilities

Financial liabilities are also measured at amortised cost.

Impairment

Safe Work Australia has assessed the trade receivables at the reporting date to determine whether any indicators of impairment exist in accordance with the requirements of AASB *Financial Instruments*.

5.3 Fair Value Measurement

5.3A: Fair Value Measurements

	Fair value measurements at the end of the reporting period	
	2025 \$'000	2024 \$'000
Non-financial assets		
Buildings	897	1,150
Plant and equipment	353	402

Accounting policy

An annual assessment was undertaken to determine whether the carrying amount of assets differed materially from the fair value.

Carrying amounts are reviewed every year to determine if an independent valuation is required. The regularity of independent valuations depends on the volatility of movement in the market value for the relevant assets. All assets were revalued in the reporting period by Jones Lang LaSalle Advisory Services Pty Ltd (JLL), an independent valuer.

Other information

6.1 Current / Non-current Distinction for Assets and Liabilities

	2025 \$'000	2024 \$'000
6.1A: Current / Non-current Distinction for Assets and Liabilities		
Assets expected to be recovered in:		
No more than 12 months		
Cash	28,887	28,430
Trade and other receivables	977	208
Prepayments	185	358
Total no more than 12 months	30,049	28,996
More than 12 months		
Buildings	3,354	4,617
Plant and equipment	353	402
Total more than 12 months	3,707	5,019
Total assets	33,756	34,015
Liabilities expected to be settled in:		
No more than 12 months		
Suppliers	1,544	1,414
Other payables	578	673
Leases	1,122	1,077
Employee provisions	1,479	1,420
Total no more than 12 months	4,723	4,584
More than 12 months		
Leases	1,734	2,824
Employee provisions	2,165	2,047
Total more than 12 months	3,899	4,871
Total liabilities	8,622	9,455

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Part 7 – Appendices

Appendix 1 – Corporate Plan 2024–2028

Safe Work Australia was established under the *Safe Work Australia Act 2008* (Cth) (the SWA Act) and, as a non-corporate Commonwealth entity, operates in accordance with the *Public Governance, Performance and Accountability Act 2013* (Cth). However, where the requirements of the two Acts are inconsistent, the SWA Act prevails.

Our Corporate Plan covers a four-year period from 2024–2028, and, consistent with section 27(2) of the SWA Act, deals only with the outcome to be achieved and the strategies to be followed to achieve that outcome. Notwithstanding the four-year outlook of the Corporate Plan, the intended outcome and strategies are reviewed and updated annually.

Safe Work Australia’s outcome

Consistent with our 2024–25 Portfolio Budget Statements, the outcome intended from our Corporate Plan is *healthier, safer and more productive workplaces through improvements in Australian work health and safety and workers’ compensation arrangements*.

Strategies to achieve our outcome

The strategies we implement to achieve our outcome are developed in consultation with Safe Work Australia Members and agreed by work health and safety (WHS) ministers.

In developing these strategies, we are guided by Safe Work Australia’s functions conferred by the SWA Act.

These functions include:

- developing, evaluating and, if necessary, revising national WHS and workers’ compensation policies and strategies
- monitoring and improving the model WHS legislative framework and developing supportive WHS materials
- improving consistency in national workers’ compensation arrangements
- collecting, analysing and publishing national data
- conducting and publishing research

- developing national education and communication strategies and initiatives
- working collaboratively with the Commonwealth, states and territories, and other national and international bodies, and
- advising WHS ministers on national WHS and workers' compensation policy matters.

In performing these functions, we also have regard to the objectives of the *Australian Work Health and Safety Strategy 2023–2033* and the *National Return to Work Strategy 2020–2030*. In addition, we monitor and respond to new and emerging WHS risks as they arise.

In progressing these strategies, and in collaboration with our Members and stakeholders, we will continue to build awareness to encourage safe, healthier workplaces, ensure Australia's national WHS and workers' compensation frameworks are world-leading and drive improvements in Australian WHS and workers' compensation arrangements.

The Safe Work Australia 2024–25 Operational Plan provides further detail on the specific activities we will undertake in 2024–25 in support of these strategies.

Our strategies for 2024–2028

- Collaborate with the wider work, health and safety and workers' compensation ecosystem to ensure diverse perspectives inform all the work we do.
- Drive regulatory change to protect workers from exposure to harmful substances, particularly respirable crystalline silica and asbestos.
- Respond to emerging WHS issues as work and workplaces continue to evolve.
- Monitor the progress of and drive actions in the *Australian Work Health and Safety Strategy 2023–2033*.
- Support the *National Return to Work Strategy 2020–2030* and the actions to improve return to work outcomes for workers with a work-related injury or illness.
- Support the collection, analysis and dissemination of national WHS and workers' compensation data that will address identified knowledge gaps with practical and actionable outcomes.
- Significantly enhance our research capability to ensure our policy advice on WHS and workers' compensation is future focussed, and that the model WHS legislative framework remains current and can adapt to new technologies, industries, and ways of working.

The strategies we implement are designed to:

- achieve reductions in the incidence of work-related death, injury and illness
- improve outcomes for injured workers and their employers
- use our collective influence to increase knowledge and awareness of WHS and workers' compensation, and
- ensure robust and useful WHS and workers' compensation research, analysis and data.

Appendix 2 – Operational Plan 2024–2025

Legislative context

Safe Work Australia was established under the *Safe Work Australia Act 2008* (Cth) (the SWA Act). In accordance with the SWA Act, this operational plan details the activities to be undertaken by Safe Work Australia and the planned expenditure for the year. Further, it is consistent with, and supports, the strategies in the Safe Work Australia Corporate Plan 2024–2028.

Our purpose

Safe Work Australia has an important national role to achieve significant and continuous reductions in the incidence of work-related death, injury and illness and to improve outcomes for injured workers and their employers.

It is a tripartite forum representing the interests of the Commonwealth, states and territories, as well as workers and employers in Australia to:

- **collaborate** on national work health and safety (WHS) and workers' compensation policy matters
- **lead** the development of evidence-based policy and supporting education and strategies, and
- **promote** consistency in WHS and workers' compensation arrangements.

This collaborative model recognises that national WHS and workers' compensation outcomes are improved when all relevant views and interests are considered. This plan describes the activities to be undertaken by Safe Work Australia in performing its statutory functions during 2024–25. Safe Work Australia will receive total agency funding of \$24.85 million for the financial year.

How we will measure our performance

Our performance in delivering the activities identified in this plan will be measured against the performance criteria and targets included in the Safe Work Australia 2024–25 Portfolio Budget Statements and reported in the Safe Work Australia Annual Report.

The activities we will undertake in 2024–25

The activities we will undertake in 2024–25 support the strategies outlined in the Safe Work Australia 2024–2028 Corporate Plan and reflect the priorities agreed by Safe Work Australia Members and include:

- supporting the implementation of the engineered stone prohibition and the additional regulation of crystalline silica substances, including a review of the prohibition to ensure it is operating effectively
- progressing and finalising agreed amendments to the incident notification provisions, alongside the development of detailed guidance to support implementation
- developing accessible guidance with a focus on higher risk industries such as health care and social assistance
- setting up a dedicated research team to deepen our connections with the research community and support greater evidence-based policy development and evaluation for WHS and workers' compensation
- delivering new data insights including through implementation of a redesigned National Return to Work Survey and new worker exposure survey
- developing and implementing communication strategies that increase awareness of WHS fundamentals, particularly among small businesses and workplaces with a higher proportion of vulnerable workers
- undertaking education and awareness activities to support the transition to new and changing workplace exposure standards
- developing new model WHS Regulations and model Codes of Practice for WHS ministers to consider, including model Codes of Practice on crystalline silica, fatigue and infectious diseases, and
- continuously assessing new and emerging business models, industries and hazards to identify if there is a need for changes to the model WHS legislative framework.

In addition to these key activities, we will also continue performing our core activities by:

- developing accessible, effective and practical material to support the model WHS legislative framework to aid understanding and compliance, particularly for small business
- monitoring the progress of and driving actions in the *Australian Work Health and Safety Strategy 2023–2033*

- supporting the initiatives in the *National Return to Work Strategy 2020–2030* to improve return to work outcomes for workers with a work-related injury or illness
- collecting, analysing, and disseminating high quality evidence
- collaborating with our national and international counterparts, and
- increasing awareness and education through our online multimedia hub and National Safe Work Month in October 2024.

Appendix 3 – Advertising

Safe Work Australia did not undertake paid advertising in 2024–25.

Safe Work Australia did spend \$10,000 (including GST) to boost existing social media content for National Safe Work Month 2024.

This expenditure was allocated to boost existing social media content (a total of 13 posts) on our channels. This was not advertising content but promotional content through our existing channels.

Appendix 4 – Ecologically sustainable development and environmental performance and APS Net Zero Emissions Policy

Section 516A of the *Environment Protection and Biodiversity Conservation Act 1999* (Cth) requires government organisations to report annually on their environmental performance and contribution to ecologically sustainable development.

Safe Work Australia’s environmental policy outlines its commitment to minimising the environmental impact of its operations. We do this by:

- effective use of electricity by using energy-efficient office machinery
- using energy-efficient computer monitors
- using low-wattage lights in the office
- operating lighting via motion sensors to reduce energy consumption
- operating a paper, plastic, glass and cardboard recycling program
- toner cartridge and waste toner recycling
- reducing paper usage by centralising printers and setting them to double-sided printing as a default, and
- using office paper that is carbon neutral, is recycled or has an environmental sustainability rating.

Our building achieved a National Australian Built Environment Rating System (NABERS) rating of 5.5 in the reporting period.

APS Net Zero

As part of the Net Zero in Government Operations Strategy, and the reporting requirements under section 516A of the *Environment Protection and Biodiversity Conservation Act 1999* (Cth), non-corporate Commonwealth entities, corporate Commonwealth entities and Commonwealth companies are required to report on their operational greenhouse gas emissions.

The greenhouse gas emissions inventory and electricity greenhouse gas emissions tables present greenhouse gas emissions over the 2024–25 financial year. The greenhouse gas emissions reported are calculated on the basis of carbon dioxide equivalent (CO₂-e) and in line with the Emissions Reporting Framework. This is consistent with a whole of Australian Government approach, outlined in the Net Zero in Government Operations Strategy, and Commonwealth Climate Disclosure requirements. Not all data

sources were available at the time of the report and amendments to data may be required in future reports.

Reporting on refrigerants is being phased in over time as emissions reporting matures.

Table 17: Greenhouse gas emissions inventory – location-based method, 2024–25

Emission source	Scope 1 t CO ₂ -e	Scope 2 t CO ₂ -e	Scope 3 t CO ₂ -e	Total t CO ₂ -e
Electricity (location-based approach)	n/a	62.67	3.80	62.67
Natural gas	–	n/a	–	–
Solid waste	–	n/a	–	–
Refrigerants*	–	n/a	n/a	–
Fleet and other vehicles	–	n/a	–	–
Domestic commercial flights	n/a	n/a	27.39	27.39
Domestic hire car	n/a	n/a	–	–
Domestic travel accommodation	n/a	n/a	9.46	9.46
Other energy	–	n/a	–	–
Total t CO ₂ -e		62.67	40.65	103.32

Note: The table above presents emissions related to electricity usage using the location-based accounting method. CO₂-e = carbon dioxide equivalent.

* Reporting on refrigerants is being phased in over time as emissions reporting matures and may be an optional source in 2024–25 emissions reporting. See the Emissions Reporting Framework for more details.

Table 18: Electricity greenhouse gas emissions 2024–25

	Scope 2 t CO ₂ - e	Scope 3 t CO ₂ - e	Total t CO ₂ - e	Electricity kWh
Location-based electricity emissions	62.67	3.80	66.47	94,957.31
Market-based electricity emissions	1.77	0.24	2.00	2,179.27
Total renewable electricity consumed	n/a	n/a	n/a	92,778.04
<i>Renewable Power Percentage</i> ¹	n/a	n/a	n/a	17,277.48
<i>Jurisdictional Renewable Power Percentage</i> ^{2,3}	n/a	n/a	n/a	75,500.56
<i>GreenPower</i> ²	n/a	n/a	n/a	–
<i>Large-scale generation certificates</i> ²	n/a	n/a	n/a	–
<i>Behind the meter solar</i> ⁴	n/a	n/a	n/a	–
Total renewable electricity produced	n/a	n/a	n/a	–
<i>Large-scale generation certificates</i> ²	n/a	n/a	n/a	–
<i>Behind the meter solar</i> ⁴	n/a	n/a	n/a	–

Note: The table above presents emissions related to electricity usage using both the location-based and the market-based accounting methods. CO₂-e = carbon dioxide equivalent. Electricity usage is measured in kilowatt hours (kWh).

¹ Listed as mandatory renewables in 2023–24 Annual Reports. The renewable power percentage (RPP) accounts for the portion of electricity used, from the grid, that falls within the Renewable Energy Target (RET).

² Listed as voluntary renewables in 2023–24 Annual Reports.

³ The Australian Capital Territory is currently the only state with a jurisdictional renewable power percentage (JRPP).

⁴ Reporting behind the meter solar consumption and/or production is optional. The quality of data is expected to improve over time as emissions reporting matures.

Appendix 5 – Our workforce profile – demographics and statistics

Management of human resources – all ongoing and non-ongoing

Table 19: All ongoing employees current report period (2024–25)

	Man/Male			Woman/Female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
NSW	0	0	0	6	0	6	0	0	0	0	0	0	0	0	0	6
Qld	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SA	1	0	1	2	2	4	0	0	0	0	0	0	0	0	0	5
Tas	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Vic	1	0	1	1	0	1	0	0	0	0	0	0	0	0	0	2
WA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ACT	29	2	31	51	15	66	0	0	0	0	0	0	1	0	1	98
NT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Territories	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Overseas	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<i>Total</i>	31	2	33	60	17	77	0	0	0	0	0	0	1	0	1	111

Table 20: All non-ongoing employees current report period (2024–25)

	Man/Male			Woman/Female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
NSW	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qld	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Tas	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Vic	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ACT	3	0	3	1	1	2	0	0	0	0	0	0	0	0	0	5
NT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Territories	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Overseas	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<i>Total</i>	3	0	3	1	1	2	0	0	0	0	0	0	0	0	0	5

Table 21: All ongoing employees previous report period (2023–24)

	Man/Male			Woman/Female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
NSW	0	0	0	2	0	2	0	0	0	0	0	0	0	0	0	2
Qld	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SA	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
Tas	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Vic	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ACT	25	2	27	49	14	63	0	0	0	0	0	0	1	0	1	91
NT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Territories	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Overseas	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<i>Total</i>	27	2	29	51	14	65	0	0	0	0	0	0	1	0	1	95

Table 22: All non-ongoing employees previous report period (2023–24)

	Man/Male			Woman/Female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
NSW	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qld	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Tas	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Vic	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ACT	1	0	1	1	3	4	0	0	0	0	0	0	0	0	0	5
NT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Territories	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Overseas	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<i>Total</i>	1	0	1	1	3	4	0	0	0	0	0	0	0	0	0	5

Management of human resources – Australian Public Service ongoing and non-ongoing employees (2024–25)

Table 23: Australian Public Service Act ongoing employees current report period (2024–25)

	Man/Male			Woman/Female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
SES 3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES 2	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	1
SES 1	1	0	1	2	0	2	0	0	0	0	0	0	0	0	0	3
EL 2	5	0	5	9	2	11	0	0	0	0	0	0	0	0	0	16
EL 1	13	1	14	17	10	27	0	0	0	0	0	0	1	0	1	42
APS 6	5	0	5	17	3	20	0	0	0	0	0	0	0	0	0	25
APS 5	5	0	5	6	1	7	0	0	0	0	0	0	0	0	0	12
APS 4	2	1	3	7	1	8	0	0	0	0	0	0	0	0	0	11
APS 3	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	1
APS 2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
APS 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	31	2	33	60	17	77	0	0	0	0	0	0	1	0	1	111

Table 24: Australian Public Service Act non-ongoing employees current report period (2024–25)

	Man/Male			Woman/Female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
SES 3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES 2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
SES 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
EL 2	1	0	1	1	0	1	0	0	0	0	0	0	0	0	0	2
EL 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
APS 6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
APS 5	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
APS 4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
APS 3	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	1
APS 2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
APS 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	3	0	3	1	1	2	0	0	0	0	0	0	0	0	0	5

Table 25: Australian Public Service Act ongoing employees previous report period (2023–24)

	Man/Male			Woman/Female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
SES 3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES 2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES 1	0	0	0	4	0	4	0	0	0	0	0	0	0	0	0	4
EL 2	4	0	4	12	0	12	0	0	0	0	0	0	0	0	0	16
EL 1	12	1	13	13	10	23	0	0	0	0	0	0	0	0	0	36
APS 6	4	0	4	9	2	11	0	0	0	0	0	0	1	0	1	16
APS 5	2	0	2	8	1	9	0	0	0	0	0	0	0	0	0	11
APS 4	5	1	6	5	1	6	0	0	0	0	0	0	0	0	0	12
APS 3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
APS 2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
APS 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	27	2	29	51	14	65	0	0	0	0	0	0	1	0	1	95

Table 26: Australian Public Service Act non-ongoing employees previous report period (2023–24)

	Man/Male			Woman/Female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
SES 3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES 2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
SES 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
EL 2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
EL 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
APS 6	0	0	0	1	1	2	0	0	0	0	0	0	0	0	0	2
APS 5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
APS 4	0	0	0	0	2	2	0	0	0	0	0	0	0	0	0	2
APS 3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
APS 2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
APS 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	1	0	1	1	3	4	0	0	0	0	0	0	0	0	0	5

Management of human resources – Australian Public Service employees by full-time and part-time status (2024–25)

Table 27: Australian Public Service Act employees by full-time and part-time status current report period (2024–25)

	Ongoing			Non-ongoing			Total
	Full time	Part time	Total ongoing	Full time	Part time	Total non-ongoing	
SES 3	0	0	0	0	0	0	0
SES 2	1	0	1	1	0	1	2
SES 1	3	0	3	0	0	0	3
EL 2	14	2	16	2	0	2	18
EL 1	31	11	42	0	0	0	42
APS 6	22	3	25	0	0	0	25
APS 5	11	1	12	1	0	1	13
APS 4	9	2	11	0	0	0	11
APS 3	1	0	1	0	1	1	2
APS 2	0	0	0	0	0	0	0
APS 1	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0
TOTAL	92	19	111	4	1	5	116

Management of human resources – Australian Public Service employment type by location (2024–25)

Table 28: Australian Public Service Act employment type by location current report period (2024–25)

	Ongoing	Non-ongoing	Total
NSW	6	0	6
Qld	0	0	0
SA	5	0	5
Tas	0	0	0
Vic	2	0	2
WA	0	0	0
ACT	98	5	103
NT	0	0	0
External Territories	0	0	0
Overseas	0	0	0
<i>Total</i>	111	5	116

Table 29: Australian Public Service Act employment type by location previous report period (2023–24)

	Ongoing	Non-ongoing	Total
NSW	2	0	2
Qld	0	0	0
SA	2	0	2
Tas	0	0	0
Vic	0	0	0
WA	0	0	0
ACT	91	5	96
NT	0	0	0
External Territories	0	0	0
Overseas	0	0	0
<i>Total</i>	95	5	100

Appendix 6 – Disability reporting mechanism

Australia’s Disability Strategy 2021–2031 is the overarching framework for inclusive policies, programs and infrastructure that will support people with disability to participate in all areas of Australian life. The strategy sets out where practical changes will be made to improve the lives of people with disability in Australia. It acts to ensure the principles underpinning the United Nations Convention on the Rights of Persons with Disabilities are incorporated into Australia’s policies and programs that affect people with disability, their families and carers. All levels of government have committed to deliver more comprehensive and visible reporting under the strategy.

The Australian Public Service (APS) Disability Employment Strategy 2020–2025 aims to increase the employment of people with disability across the APS to 7% by 2025. It does this by recommending a number of actions across 2 focus areas (attract, recruit and retain more people with disability; and accessible and inclusive workplace cultures and environments), and with actions specifically for the Australian Public Service Commission, departments and agencies, and the Senior Executive Service.

The agency will continue to contribute to the above strategies through:

- agency annual reports
- the annual State of the Service report
- updates to the APS contribution to the National Disability Strategy
- a mid-strategy progress report published in September 2023, and
- a final evaluation of the strategy, to be completed in 2026.

Appendix 7 – Allowances and non-remuneration benefits

Allowances and non-remuneration benefits provided to non-SES employees under the enterprise agreement include:

- access to flexible working conditions, including hybrid work, condensed working hours and flex time. Executive-level employees receive time off in lieu
- paid end-of-year close-down period
- salary packaging
- annual health and wellbeing allowance
- free annual flu vaccinations
- generous support for professional and personal development, including studies assistance
- access to an Employee Assistance Program for employees and their immediate families
- various leave provisions (including cultural, ceremonial and NAIDOC leave)
- community, First Nations and AUSLAN languages allowance, and
- various workplace responsibility allowances.

Part 8 – References

Acronyms and abbreviations

ABS	Australian Bureau of Statistics
ACT	Australian Capital Territory
ACTU	Australian Council of Trade Unions
AGARG	Federal Safety Commissioner’s Australian Government Agency Reference Group
Ai Group	Australian Industry Group
AIHW	Australian Institute of Health and Welfare
AMR	Australian Mesothelioma Registry
APS	Australian Public Service
APSC	Australian Public Service Commission
ASSEA	Asbestos and Silica Safety and Eradication Agency
AWU	Australian Workers’ Union
CEO	Chief Executive Officer
Corporate Plan	Safe Work Australia Corporate Plan 2024–2028
CPRs	Commonwealth Procurement Rules
CRG	Communications Reference Group
Cth	Commonwealth
ECF	Employee Consultative Forum
enterprise agreement	Safe Work Australia Enterprise Agreement 2024–2027
FOI Act	<i>Freedom of Information Act 1982 (Cth)</i>
G20	Group of 20
GHS	Globally Harmonized System of Classification and Labelling of Chemicals
GST	goods and services tax

HWCA	Heads of Workers' Compensation Authorities
HWSA	Heads of Workplace Safety Authorities
IDC	Interdepartmental Committee
ILO	International Labour Organization
IPS	Information Publication Scheme
IT	information technology
MoU	memorandum of understanding
NABERS	National Australian Built Environment Rating System
NSW	New South Wales
NT	Northern Territory
Operational Plan	Safe Work Australia Operational Plan 2024–25
OSH	occupational safety and health
PBS	Portfolio Budget Statements
PCBU	person conducting a business or undertaking
PGPA Act	<i>Public Governance, Performance and Accountability Act 2013 (Cth)</i>
PGPA Rule	Public Governance, Performance and Accountability Rule 2014
PS Act	<i>Public Service Act 1999 (Cth)</i>
Qld	Queensland
SA	South Australia
SES	Senior Executive Service
SIAP	Strategic Internal Audit Plan
SIG	Strategic Issues Group
SMEs	small and medium enterprises
SRC Act	<i>Safety, Rehabilitation and Compensation Act 1988 (Cth)</i>

SRCC	Safety, Rehabilitation and Compensation Commission
SWA Act	<i>Safe Work Australia Act 2008</i> (Cth)
SWMS	Safe Work Method Statement
Tas	Tasmania
UK	United Kingdom
UN	United Nations
Vic	Victoria
WA	Western Australia
WES	workplace exposure standard
WHS	work health and safety
WHS Act	<i>Work Health and Safety Act 2011</i> (Cth)
WIN	Workplace Inclusion Network

Glossary of terms

annual performance statement	A requirement under the <i>Public Governance, Performance and Accountability Act 2013</i> (Cth), taking effect from 1 July 2015. The statement is designed to provide a line of sight between planned non-financial performance outlined in the agency's planning documents and actual performance over the reporting period.
Australian Work Health and Safety Strategy 2022–2033	The Australian Work Health and Safety Strategy 2023–2033 (replacing the 2012–2022 Australian Strategy) is a framework to help improve work health and safety in Australia. Its vision is healthy, safe and productive working lives. It promotes collaboration between the Commonwealth, state and territory governments, industry, unions and other organisations to reach the vision.
corporate plan	Safe Work Australia is required by the <i>Safe Work Australia Act 2008</i> (Cth) each year to prepare a corporate plan covering a 4-year period which deals only with the outcomes to be achieved by Safe Work Australia and the strategies that are to be followed to achieve those outcomes.
duty holder	Any person who owes a work health and safety duty under the <i>Work Health and Safety Act 2011</i> (Cth), including a person conducting a business or undertaking, a designer, a manufacturer, an importer, a supplier, an installer of products or plant used at work (upstream duty holder), an officer and a worker.
G20	The premier international forum for cooperation on global economic governance. The members of the G20 are Argentina, Australia, Brazil, Canada, China, France, Germany, India, Indonesia, Italy, Japan, the Republic of Korea, Mexico, Russia, Saudi Arabia, South Africa, Turkey, the United Kingdom, the United States and the European Union.
gig economy	A situation where a person (gig worker) is hired through an app or website to undertake a role for a third party.

GHS	The Globally Harmonized System of Classification and Labelling of Chemicals (GHS) is a global method of classifying chemicals and preparing labels.
model Codes of Practice	Practical guides to achieving the standards of health, safety and welfare required under the WHS Act and the WHS Regulations in a jurisdiction. To have legal effect in a jurisdiction a model Code of Practice must be approved as a code of practice in that jurisdiction.
model WHS Act	The model WHS Act establishes WHS duties requiring the elimination or minimisation of risks arising from work and provides for worker consultation, representation and participation relating to WHS matters. It enables compliance with and enforcement of the model WHS laws through the regulator and provides for the making of model WHS Regulations and Codes of Practice to support the objectives of the model WHS Act.
model WHS framework	Any model WHS Act, model WHS Regulations or model Codes of Practice relating to WHS, as amended from time to time, developed by Safe Work Australia for adoption by the Commonwealth, the states and the territories.
model WHS laws	The model WHS laws consist of the model WHS Act, supported by model WHS Regulations, model Codes of Practice and a National Compliance and Enforcement Policy.
model WHS Regulations	The model WHS Regulations specify the way in which some duties under the model WHS Act must be met by setting out detailed requirements that must be applied to specific work activities and hazards. The model WHS Regulations also prescribe procedural or administrative requirements to support the model WHS Act (for example, requiring licences for specific activities and the keeping of records).
National Return to Work Strategy 2020–2030	A national strategy to drive and leverage national action to improve return to work outcomes for workers with a work-related injury or illness. It promotes collaboration between the Commonwealth, state and territory governments, industry, unions and other organisations to

achieve the vision of minimising the impact of work-related injury and illness and enabling workers to have a timely, safe and durable return to work.

operational plan	Safe Work Australia's Operational Plan describes the activities Safe Work Australia will undertake in performing its statutory functions during a financial year. The activities give effect to the strategies outlined in the Corporate Plan.
PBS	Portfolio Budget Statements (PBS) are budget-related papers detailing budget initiatives and explanations of appropriations specified by outcome and program by each agency within a portfolio.
PCBU	The model WHS Act places the primary duty of care on the person conducting a business or undertaking (PCBU). The term PCBU is an umbrella concept used to capture all types of working arrangements or structures. A PCBU can be a company, an unincorporated body or association, a sole trader or a self-employed person. Individuals who are in a partnership that is conducting a business will individually and collectively be a PCBU.
regulatory impact assessment	The regulatory impact assessment process seeks to assist government officials to move towards best-practice regulatory design and implementation by requiring the completion of a detailed cost-benefit analysis.
Safe Work Method Statement (SWMS)	A SWMS is a document that sets out the high risk construction work activities to be carried out at a workplace, the hazards arising from these activities and the measures to be put in place to control the risks.
serious claim	An accepted workers' compensation claim for an incapacity that results in a total absence from work for one working week or more. It includes claims that receive common-law payments. Claims that arise from a journey to or from work, or during a recess period, are not compensable in all jurisdictions and are excluded, as are compensated fatalities.

silicosis	A lung disease caused by breathing in respirable crystalline silica – a common mineral found in sand, concrete, quartz, natural stone and engineered stones.
WHS ministers	Commonwealth, state and territory ministers with responsibility for WHS.
WHS regulators	WHS regulators enforce WHS laws and provide advice on the WHS regulations in their jurisdictions.
workers' compensation authorities	Workers' compensation authorities are responsible for the regulation and administration of workers' compensation in their jurisdiction.
workplace exposure standards	A workplace exposure standard for a particular chemical sets out the legal concentration limit of that chemical that must not be exceeded.

List of requirements

Non-corporate Commonwealth entities

PGPA Rule Reference	Description	Requirement	Page number
17AD(g)	Letter of transmittal		
17AI	A copy of the letter of transmittal signed and dated by accountable authority on date final text approved, with statement that the report has been prepared in accordance with section 46 of the Act and any enabling legislation that specifies additional requirements in relation to the annual report.	Mandatory	3
17AD(h)	Aids to access		
17AJ(a)	Table of contents (print only).	Mandatory	4-6
17AJ(b)	Alphabetical index (print only).	Mandatory	166
17AJ(c)	Glossary of abbreviations and acronyms.	Mandatory	147
17AJ(d)	List of requirements.	Mandatory	154
17AJ(e)	Details of contact officer.	Mandatory	175
17AJ(f)	Entity's website address.	Mandatory	175
17AJ(g)	Electronic address of report.	Mandatory	175
17AD(a)	Review by accountable authority		
17AD(a)	A review by the accountable authority of the entity.	Mandatory	38

17AD(b)	Overview of the entity		
17AE(1)(a)(i)	A description of the role and functions of the entity.	Mandatory	14-15
17AE(1)(a)(ii)	A description of the organisational structure of the entity.	Mandatory	19, 75
17AE(1)(a)(iii)	A description of the outcomes and programmes administered by the entity.	Mandatory	15
17AE(1)(a)(iv)	A description of the purposes of the entity as included in corporate plan.	Mandatory	9-10
17AE(1)(aa)(i)	Name of the accountable authority or each member of the accountable authority	Mandatory	15
17AE(1)(aa)(i)	Position title of the accountable authority or each member of the accountable authority	Mandatory	15
17AE(1)(aa)(i)	Period as the accountable authority or member of the accountable authority within the reporting period	Mandatory	15
17AE(1)(b)	An outline of the structure of the portfolio of the entity.	Portfolio departments - mandatory	n/a
17AE(2)	Where the outcomes and programs administered by the entity differ from any Portfolio Budget Statement, Portfolio Additional Estimates Statement or other portfolio estimates statement that was prepared for the entity for the period, include details of variation and reasons for change.	If applicable, Mandatory	n/a

17AD(c)	Report on the Performance of the entity		
	Annual performance Statements		
17AD(c)(i); 16F	Annual performance statement in accordance with paragraph 39(1)(b) of the Act and section 16F of the Rule.	Mandatory	38
17AD(c)(ii)	Report on Financial Performance		
17AF(1)(a)	A discussion and analysis of the entity's financial performance.	Mandatory	94-123
17AF(1)(b)	A table summarising the total resources and total payments of the entity.	Mandatory	100
17AF(2)	If there may be significant changes in the financial results during or after the previous or current reporting period, information on those changes, including: the cause of any operating loss of the entity; how the entity has responded to the loss and the actions that have been taken in relation to the loss; and any matter or circumstances that it can reasonably be anticipated will have a significant impact on the entity's future operation or financial results.	If applicable, Mandatory	n/a
17AD(d)	Management and Accountability		
	Corporate Governance		
17AG(2)(a)	Information on compliance with section 10 (fraud systems)	Mandatory	87
17AG(2)(b)(i)	A certification by accountable authority that fraud risk assessments and fraud	Mandatory	3

	control plans have been prepared.		
17AG(2)(b)(ii)	A certification by accountable authority that appropriate mechanisms for preventing, detecting incidents of, investigating or otherwise dealing with, and recording or reporting fraud that meet the specific needs of the entity are in place.	Mandatory	3
17AG(2)(b)(iii)	A certification by accountable authority that all reasonable measures have been taken to deal appropriately with fraud relating to the entity.	Mandatory	3
17AG(2)(c)	An outline of structures and processes in place for the entity to implement principles and objectives of corporate governance.	Mandatory	86-90
17AG(2)(d) – (e)	A statement of significant issues reported to Minister under paragraph 19(1)(e) of the Act that relates to non-compliance with Finance law and action taken to remedy non-compliance.	If applicable, Mandatory	n/a
Audit Committee			
17AG(2A)(a)	A direct electronic address of the charter determining the functions of the entity's audit committee.	Mandatory	91
17AG(2A)(b)	The name of each member of the entity's audit committee.	Mandatory	91-92
17AG(2A)(c)	The qualifications, knowledge, skills or experience of each member of the entity's audit committee.	Mandatory	91-92

17AG(2A)(d)	Information about the attendance of each member of the entity's audit committee at committee meetings.	Mandatory	91-92
17AG(2A)(e)	The remuneration of each member of the entity's audit committee.	Mandatory	91-92
External Scrutiny			
17AG(3)	Information on the most significant developments in external scrutiny and the entity's response to the scrutiny.	Mandatory	93
17AG(3)(a)	Information on judicial decisions and decisions of administrative tribunals and by the Australian Information Commissioner that may have a significant effect on the operations of the entity.	If applicable, Mandatory	93
17AG(3)(b)	Information on any reports on operations of the entity by the Auditor-General (other than report under section 43 of the Act), a Parliamentary Committee, or the Commonwealth Ombudsman.	If applicable, Mandatory	93
17AG(3)(c)	Information on any capability reviews on the entity that were released during the period.	If applicable, Mandatory	n/a
Management of Human Resources			
17AG(4)(a)	An assessment of the entity's effectiveness in managing and developing employees to achieve entity objectives.	Mandatory	76-81

17AG(4)(aa)	Statistics on the entity's employees on an ongoing and non-ongoing basis, including the following:(a) statistics on full-time employees;(b) statistics on part-time employees;(c) statistics on gender(d) statistics on staff location	Mandatory	134-144
17AG(4)(b)	Statistics on the entity's APS employees on an ongoing and non-ongoing basis; including the following: Statistics on staffing classification level; Statistics on full-time employees; Statistics on part-time employees; Statistics on gender; Statistics on staff location; Statistics on employees who identify as Indigenous.	Mandatory	76-81, 134-144
17AG(4)(c)	Information on any enterprise agreements, individual flexibility arrangements, Australian workplace agreements, common law contracts and determinations under subsection 24(1) of the Public Service Act 1999.	Mandatory	78
17AG(4)(c)(i)	Information on the number of SES and non-SES employees covered by agreements etc identified in paragraph 17AG(4)(c).	Mandatory	78
17AG(4)(c)(ii)	The salary ranges available for APS employees by classification level.	Mandatory	78
17AG(4)(c)(iii)	A description of non-salary benefits provided to employees.	Mandatory	146

17AG(4)(d)(i)	Information on the number of employees at each classification level who received performance pay.	If applicable, Mandatory	n/a
17AG(4)(d)(ii)	Information on aggregate amounts of performance pay at each classification level.	If applicable, Mandatory	n/a
17AG(4)(d)(iii)	Information on the average amount of performance payment, and range of such payments, at each classification level.	If applicable, Mandatory	n/a
17AG(4)(d)(iv)	Information on aggregate amount of performance payments.	If applicable, Mandatory	n/a
Assets Management			
17AG(5)	An assessment of effectiveness of assets management where asset management is a significant part of the entity's activities	If applicable, mandatory	n/a
Purchasing			
17AG(6)	An assessment of entity performance against the Commonwealth Procurement Rules.	Mandatory	95
Reportable consultancy contracts			
17AG(7)(a)	A summary statement detailing the number of new reportable consultancy contracts entered into during the period; the total actual expenditure on all such contracts (inclusive of GST); the number of ongoing reportable consultancy contracts that were entered into during a previous reporting period; and the total	Mandatory	97-98

	actual expenditure in the reporting period on those ongoing contracts (inclusive of GST).		
17AG(7)(b)	A statement that “During [reporting period], [specified number] new reportable consultancy contracts were entered into involving total actual expenditure of \$[specified million]. In addition, [specified number] ongoing reportable consultancy contracts were active during the period, involving total actual expenditure of \$[specified million]”.	Mandatory	97-98
17AG(7)(c)	A summary of the policies and procedures for selecting and engaging consultants and the main categories of purposes for which consultants were selected and engaged.	Mandatory	97-98
17AG(7)(d)	A statement that “Annual reports contain information about actual expenditure on reportable consultancy contracts. Information on the value of reportable consultancy contracts is available on the AusTender website.”	Mandatory	97
Reportable non-consultancy contracts			
17AG(7A)(a)	A summary statement detailing the number of new reportable non-consultancy contracts entered into during the period; the total actual expenditure on such contracts (inclusive of GST); the number of ongoing	Mandatory	98-99

	reportable non-consultancy contracts that were entered into during a previous reporting period; and the total actual expenditure in the reporting period on those ongoing contracts (inclusive of GST).		
17AG(7A)(b)	A statement that “Annual reports contain information about actual expenditure on reportable non-consultancy contracts. Information on the value of reportable non-consultancy contracts is available on the AusTender website.”	Mandatory	98
17AD(daa)	Additional information about organisations receiving amounts under reportable consultancy contracts or reportable non-consultancy contracts		
17AGA	Additional information, in accordance with section 17AGA, about organisations receiving amounts under reportable consultancy contracts or reportable non-consultancy contracts.	Mandatory	97-99
Australian National Audit Office Access Clauses			
17AG(8)	If an entity entered into a contract with a value of more than \$100 000 (inclusive of GST) and the contract did not provide the Auditor-General with access to the contractor’s premises, the report must include the name of the contractor, purpose and value of the contract, and the reason why a clause allowing access was not included in the contract.	If applicable, Mandatory	95

Exempt contracts			
17AG(9)	If an entity entered into a contract or there is a standing offer with a value greater than \$10 000 (inclusive of GST) which has been exempted from being published in AusTender because it would disclose exempt matters under the FOI Act, the annual report must include a statement that the contract or standing offer has been exempted, and the value of the contract or standing offer, to the extent that doing so does not disclose the exempt matters.	If applicable, Mandatory	n/a
Small business			
17AG(10)(a)	A statement that “[Name of entity] supports small business participation in the Commonwealth Government procurement market. Small and Medium Enterprises (SME) and Small Enterprise participation statistics are available on the Department of Finance’s website.”	Mandatory	96
17AG(10)(b)	An outline of the ways in which the procurement practices of the entity support small and medium enterprises.	Mandatory	96
17AG(10)(c)	If the entity is considered by the Department administered by the Finance Minister as material in nature – a statement that “[Name of entity] recognises the importance of ensuring that small businesses are paid on time. The results of the	If applicable, Mandatory	96

	Survey of Australian Government Payments to Small Business are available on the Treasury’s website.”		
Financial Statements			
17AD(e)	Inclusion of the annual financial statements in accordance with subsection 43(4) of the Act.	Mandatory	100-123
Executive Remuneration			
17AD(da)	Information about executive remuneration in accordance with Subdivision C of Division 3A of Part 2-3 of the Rule.	Mandatory	79-81
17AD(f)	Other Mandatory Information		
17AH(1)(a)(i)	If the entity conducted advertising campaigns, a statement that “During [reporting period], the [name of entity] conducted the following advertising campaigns: [name of advertising campaigns undertaken]. Further information on those advertising campaigns is available at [address of entity’s website] and in the reports on Australian Government advertising prepared by the Department of Finance. Those reports are available on the Department of Finance’s website.”	If applicable, Mandatory	130
17AH(1)(a)(ii)	If the entity did not conduct advertising campaigns, a statement to that effect.	If applicable, Mandatory	130
17AH(1)(b)	A statement that “Information on grants awarded by [name of entity] during [reporting	If applicable, Mandatory	96

	period] is available at [address of entity's website]."		
17AH(1)(c)	Outline of mechanisms of disability reporting, including reference to website for further information.	Mandatory	145
17AH(1)(d)	Website reference to where the entity's Information Publication Scheme statement pursuant to Part II of FOI Act can be found.	Mandatory	88
17AH(1)(e)	Correction of material errors in previous annual report	If applicable, mandatory	n/a
17AH(2)	Information required by other legislation	Mandatory	131

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