



Parliamentary Budget Office

Workers' compensation premium rates

State comparison

Parliamentary Budget Office

We provide independent fiscal, economic and financial advice to all members of the Parliament of Victoria. Our objective is to inform policy development and public debate in parliament and the community.

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In brief

Workers' compensation is a form of insurance payment to employees who are injured at work or become sick due to their work. WorkSafe manages Victoria's workers' compensation scheme.

Employers are required to register for workers' compensation insurance or be an approved self-insurer in Victoria if they either hire apprentices or pay more than \$7,500 in a financial year in remuneration to employees.

Victoria's publicly stated average workers' compensation premium rate was unchanged from 2014–15 to 2022–23 at 1.272% of total remuneration. In May 2023, the Victorian Government announced the rate would increase to 1.8% in 2023–24, an increase of 41.5%.

We compare Victoria's average premium rate to other Australian states where workers' compensation schemes are managed by one agency – New South Wales, Queensland and South Australia.

Figure 1 – Publicly stated average workers' compensation premium rates, 2018–19 and 2023–24

State	Average rate 2018–19 (%)	Average rate 2023–24 (%)	Change (Percentage points)	Proportional change (%)
Victoria	1.272	1.8	0.528	41.5
New South Wales	1.4	1.6	0.2	14.3
Queensland	1.2	1.29	0.09	7.5
South Australia	1.7	1.85	0.15	8.8

Notes: There are differences among these states in how the premium rates are applied and, by extension, the burden they have on businesses. Each of these states applies premium rates to some definition of remuneration or wages. While there are differences between these states, they all include payments such as salaries, superannuation, fringe benefits and leave.

Source: Parliamentary Budget Office.

Victoria has exhibited the largest nominal increase in publicly stated average premium rates from 2018–19 to 2023–24. In 2023–24, Victoria has a higher publicly stated average premium rate than New South Wales and Queensland, and a lower rate than South Australia.

Each state is structurally different, with different mixes of industries. High-risk industries, such as some mining related activities, are subject to a higher premium rate. The extent to which these kinds of industries are prevalent in a state will affect how the rates impact the average business.

Additionally, premium rates in these states are estimated based on remuneration. For each state remuneration includes payments such as salaries, superannuation, fringe benefits and leave. These states use a similar, but not the same, definition for remuneration. For a given rate, a narrower definition of remuneration would result in a lower premium for a business.

Given the structural differences in state economies and in the definition of remuneration, it is impossible to determine the relative burden of premiums across states using public information.

Context

Request

On 13 July 2023, Mr John Pesutto MP, Member for Hawthorn, asked the Parliamentary Budget Officer to provide independent advice about Victorian workers' compensation premium rates, and how it compares with other states.

Scope

In this advice we compare Victoria's publicly stated average workers' compensation premium rates to other Australian states where workers' compensation schemes are managed by one agency – New South Wales, Queensland and South Australia. This advice does not consider Western Australia, Tasmania, the Australian Capital Territory or the Northern Territory, where workers' compensation schemes are not managed by one agency. Employers in these states and territories are required to either self-insure or be insured for workers' compensation with a licensed insurer.

We consider the publicly stated average rates from 2018–19 to the current financial year (2023–24).

Limitations

We compare publicly stated average workers' compensation premium rates between states. This analysis does not compare the average premiums actually paid by employers, which vary across states depending on how the premium amounts are calculated. We do not consider differences in the underlying methods and assumptions that each state uses to determine its average workers' compensation premium rates.

Each state also applies different discounts and surcharges to premium rates paid by employers, for example the Dust Diseases contribution in New South Wales. It is unclear whether the publicly stated average premium rates account for all discounts and surcharges, and these may differ across states.

Additionally, we do not account for the different proportions of high-risk and low-risk jobs across states when comparing premium rates, but do include premium rates by industry for Victoria in Attachment A.

We make no judgement on the effectiveness of premium rates to sufficiently cover workers' compensation claims.

We prepared this advice on 24 July 2023.

Background

Workers' compensation is a form of insurance payment to employees who are injured at work or become sick due to their work. WorkSafe manages Victoria's workers' compensation scheme.

In Victoria, the workers' compensation premium amount is generally equal to the specified premium rate, multiplied by the total expected remuneration paid in a financial year less a specified deductible amount (\$15,500 in 2023–24). Remuneration is the total amount of benefits paid to workers, which includes wages, salaries, superannuation, and other benefits.

The premium rate differs for each industry, and a weighted rate applies for employers that operate in multiple industries. The premium rate for a specific employer can differ from the industry rate, based on the employer's claim history relative to its industry and size.

Workers' compensation premium rates

WorkSafe applied a capping factor of 1.75 to employer's premiums in 2023–24, which means that the premium rate for an employer could not increase by more than 75% from 2022–23 to 2023–24. There is also a minimum premium that each employer must pay, which is equal to \$330 in 2023–24.

An employer can receive a discount if it pays the premium early. These discounts are:

- 5% if the premium is paid by 14 August 2023
- 3% if the premium is paid by 1 October 2023.

The annual premium due date is 1 November 2023, although employers have the option to pay monthly or quarterly instalments from October 2023.

Employers have the option to self-insure, which means that they bear the cost of any workers' compensation claims. An employer needs to apply to WorkSafe Victoria to be eligible for self-insurance. For an employer to be eligible, it must:

- be a body corporate, and not a subsidiary of another body corporate
- satisfy minimum requirements regarding financial strength and viability, demonstrating that it is capable of meeting claims liabilities.

Self-insurers are typically large employers. Employers that are required to have workers' compensation insurance are also required to choose an agent appointed by WorkSafe to manage insurance and claims on their behalf.

Average premium rates

In this section

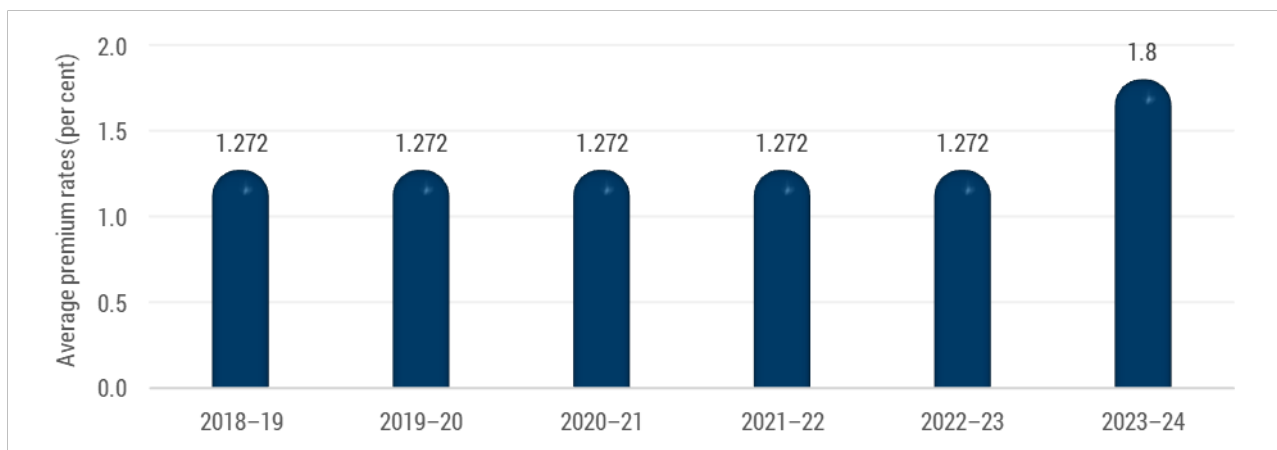
This section compares the publicly stated average workers' compensation premium rates across all Australian states where the workers' compensation scheme is managed by one agency.

Victoria

Victoria's publicly stated average premium rate is 1.8% of total remuneration in 2023–24. WorkSafe Victoria advises that remuneration includes payments such as salaries, superannuation, leave and fringe benefits, and excludes payments such as:

- lump sum termination payments
- payments from/to schemes other than workers' compensation.

Figure 2 – Victoria's publicly stated average premium rates



Source: Parliamentary Budget Office.

Victoria's publicly stated average premium rate was unchanged at 1.272% from 2018–19 to 2022–23. Prior to the increase in 2023–24, Victoria's rate was last changed in 2014–15, when it was reduced from 1.298% to 1.272%.

The increase in 2023–24 impacts each industry differently. A comparison of each industry's rates in 2022–23 and 2023–24 is provided at Attachment A. In 2023–24, 4 industries have premium rates above 10%:

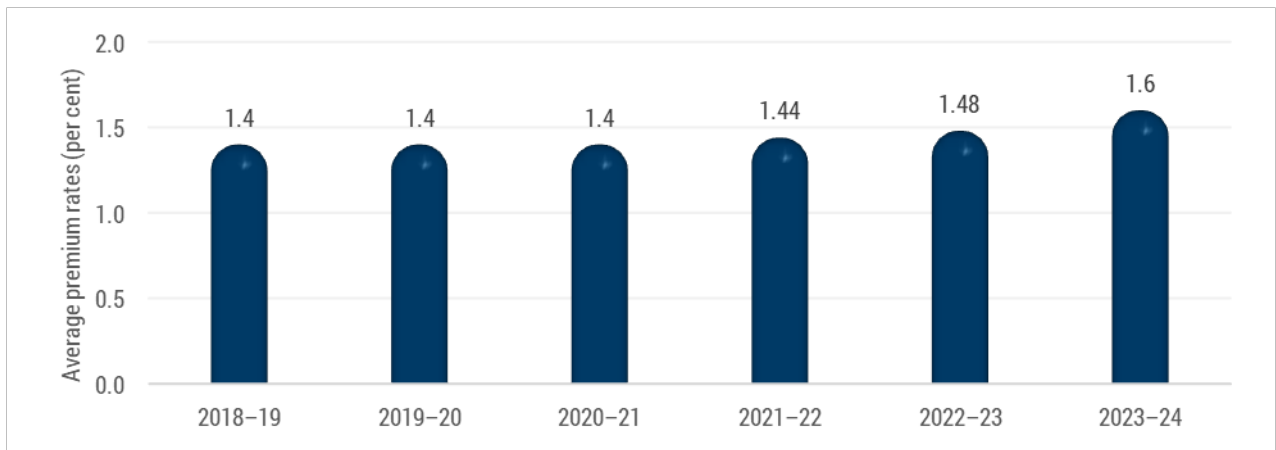
- Other Non-Metallic Mineral Product Manufacturing – 18.000%
- Tiling and Carpeting Services – 14.090%
- Other Horse Racing Activities – 11.043%
- Stevedoring Services – 10.152%.

New South Wales

New South Wales' publicly stated average premium rate is 1.6% of total wages in 2023–24. Insurance and Care NSW, the New South Wales government agency which sets rates, indicates that wages include payments such as salaries, superannuation, leave and fringe benefits. It notes that wages exclude payments such as:

- payments to non-working directors
- compensation payments under the Workers Compensation Act 1987.

Figure 3 – New South Wales' publicly stated average premium rates



Source: Parliamentary Budget Office.

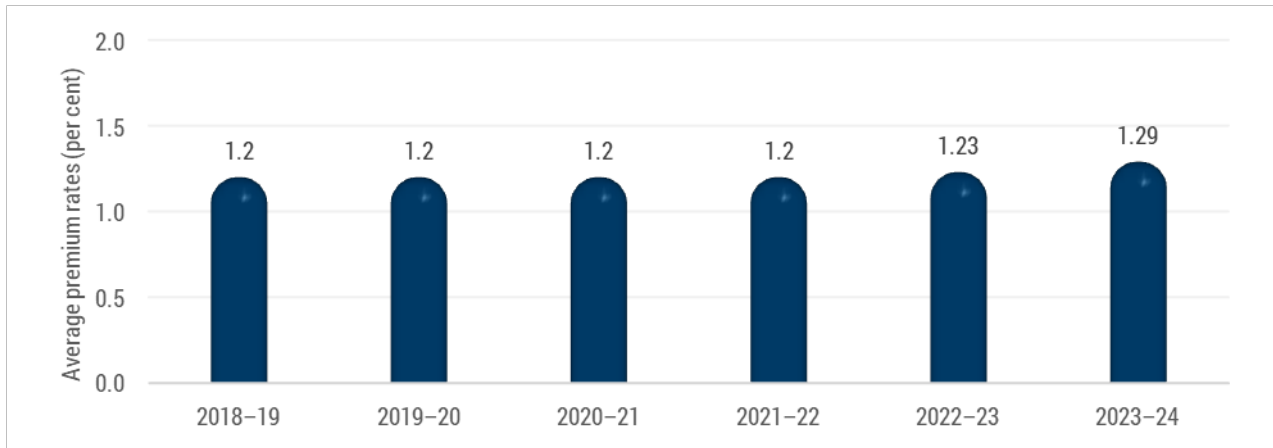
New South Wales' publicly stated average premium rate has also increased in each year from 2020–21 to 2023–24. Prior to the increase in 2021–22, the average rate was 1.4% in each year since at least 2015–16.

Queensland

Queensland's publicly stated average premium rate is 1.29% of total wages in 2023–24. WorkSafe Queensland indicates that wages include payments such as salaries, superannuation, leave and fringe benefits. It notes that wages exclude payments such as:

- any amounts reimbursed for work-related expenses
- lump sum termination payments
- excess period payments
- any compensation payment reimbursed by WorkCover
- any payment made to Directors, Trustees or Partners.

Figure 4 – Queensland’s publicly stated average premium rates



Source: Parliamentary Budget Office.

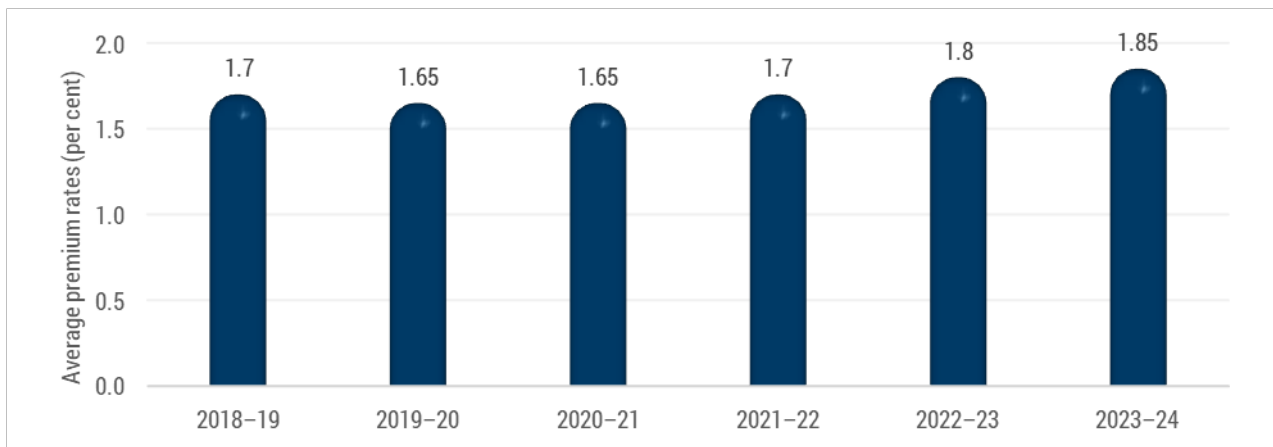
Queensland’s publicly stated average premium rate has increased in each year from 2021–22 to 2023–24. Prior to the increase in 2022–23, the rate was 1.2% in each year since at least 2016–17.

South Australia

South Australia’s publicly stated average premium rate is 1.85% of total remuneration in 2023–24. Return to Work South Australia indicates that remuneration includes payments such as salaries, superannuation, leave and fringe benefits. It notes that remuneration excludes payments such as:

- income support paid as a result of a compensable injury
- lump sum termination payments.

Figure 5 – South Australia’s publicly stated average premium rates



Source: Parliamentary Budget Office.

South Australia’s publicly stated average premium rate has increased in each year from 2020–21 to 2023–24. The average premium was 1.65% in 2019–20 and 2020–21, which was the lowest rate in the history of the WorkCover and Return to Work schemes in South Australia.

Attachment A – Victorian premium rates

Figure 6 – Workers' compensation industry premium rates

WorkCover Industry Description	2022–23	2023–24
Nursery Production (Under Cover)	1.838%	2.819%
Nursery Production (Outdoors)	1.838%	3.425%
Turf Growing	1.838%	3.516%
Floriculture Production (Under Cover)	1.838%	4.009%
Floriculture Production (Outdoors)	1.838%	3.717%
Mushroom Growing	1.535%	2.784%
Vegetable Growing (Under Cover)	2.263%	2.518%
Vegetable Growing (Outdoors)	2.263%	3.466%
Grape Growing	1.894%	3.228%
Kiwifruit Growing	2.522%	3.830%
Berry Fruit Growing	1.894%	3.608%
Apple and Pear Growing	2.522%	3.837%
Stone Fruit Growing	2.522%	2.993%
Citrus Fruit Growing	2.522%	3.729%
Olive Growing	2.522%	4.217%
Other Fruit and Tree Nut Growing	2.522%	2.849%
Sheep Farming (Specialised)	2.584%	3.336%
Beef Cattle Farming (Specialised)	2.095%	3.178%
Beef Cattle Feedlots (Specialised)	2.095%	5.412%
Sheep-Beef Cattle Farming	2.584%	4.178%
Grain-Sheep and/or Grain-Beef Cattle Farming	2.013%	3.064%
Rice Growing	1.759%	3.830%
Other Grain Growing	1.759%	2.494%
Sugar Cane Growing	1.759%	3.830%
Cotton Growing	1.759%	3.830%
Other Crop Growing n.e.c.	1.759%	3.362%
Dairy Cattle Farming	4.171%	6.090%

WorkCover Industry Description	2022–23	2023–24
Poultry Farming (Meat)	3.277%	4.659%
Poultry Farming (Eggs)	3.277%	4.588%
Deer Farming	2.931%	3.830%
Horse Farming	5.675%	9.487%
Pig Farming	2.931%	4.559%
Beekeeping	2.931%	3.731%
Other Livestock Farming n.e.c.	2.931%	6.020%
Offshore Longline and Rack Aquaculture	2.338%	5.133%
Offshore Caged Aquaculture	2.338%	3.830%
Onshore Aquaculture	2.338%	3.384%
Forestry	2.185%	3.795%
Logging	2.031%	3.051%
Rock Lobster and Crab Potting	2.338%	3.740%
Prawn Fishing	2.338%	3.830%
Line Fishing	2.338%	3.830%
Fish Trawling, Seining and Netting	2.338%	3.830%
Other Fishing	2.338%	4.061%
Hunting and Trapping	2.590%	3.862%
Forestry Support Services	2.185%	3.512%
Cotton Ginning	1.759%	3.830%
Shearing Services	5.035%	7.703%
Other Agriculture and Fishing Support Services	2.590%	3.909%
Coal Mining	1.011%	1.544%
Oil and Gas Extraction	0.840%	1.868%
Iron Ore Mining	0.781%	2.274%
Bauxite Mining	0.781%	2.274%
Copper Ore Mining	0.781%	2.274%
Gold Ore Mining	2.973%	4.125%
Mineral Sand Mining	0.781%	2.274%
Nickel Ore Mining	0.781%	2.274%
Silver-Lead-Zinc Ore Mining	0.781%	2.274%

Workers' compensation premium rates

WorkCover Industry Description	2022–23	2023–24
Other Metal Ore Mining	0.781%	2.274%
Gravel and Sand Quarrying	4.146%	8.052%
Other Construction Material Mining	1.856%	2.985%
Other Non-Metallic Mineral Mining and Quarrying	4.146%	2.649%
Petroleum Exploration	0.840%	2.446%
Mineral Exploration	0.840%	1.823%
Other Mining Support Services	2.371%	3.335%
Meat Processing	4.126%	5.719%
Poultry Processing	2.591%	4.005%
Cured Meat and Smallgoods Manufacturing	4.960%	6.061%
Seafood Processing	3.579%	4.726%
Milk and Cream Processing	1.839%	3.152%
Ice Cream Manufacturing	1.276%	2.180%
Cheese and Other Dairy Product Manufacturing	2.074%	3.033%
Fruit and Vegetable Processing	2.980%	3.939%
Oil and Fat Manufacturing	1.424%	2.434%
Grain Mill Product Manufacturing	2.401%	3.789%
Cereal, Pasta and Baking Mix Manufacturing	3.963%	6.367%
Bread Manufacturing (Factory Based)	3.458%	4.890%
Cake and Pastry Manufacturing (Factory Based)	3.518%	4.643%
Biscuit Manufacturing (Factory Based)	3.085%	5.876%
Bakery Product Manufacturing (Non-Factory Based)	1.427%	1.827%
Sugar Manufacturing	2.058%	3.241%
Confectionery Manufacturing	4.053%	5.169%
Potato, Corn and Other Crisp Manufacturing	5.356%	5.569%
Prepared Animal and Bird Feed Manufacturing	3.579%	4.948%
Other Food Product Manufacturing n.e.c.	2.058%	2.627%
Soft Drink, Cordial and Syrup Manufacturing	1.705%	2.109%
Beer Manufacturing	2.049%	2.548%
Spirit Manufacturing	1.155%	2.843%
Wine and Other Alcoholic Beverage Manufacturing	1.155%	1.890%

WorkCover Industry Description	2022–23	2023–24
Cigarette and Tobacco Product Manufacturing	2.401%	3.699%
Wool Scouring	3.293%	4.211%
Natural Textile Manufacturing	3.293%	4.196%
Synthetic Textile Manufacturing	3.293%	6.958%
Leather Tanning, Fur Dressing and Leather Product Manufacturing	4.260%	6.503%
Textile Floor Covering Manufacturing	2.651%	4.152%
Rope, Cordage and Twine Manufacturing	1.838%	3.641%
Cut and Sewn Textile Product Manufacturing	1.838%	2.897%
Textile Finishing and Other Textile Product Manufacturing	2.829%	4.598%
Knitted Product Manufacturing	2.481%	4.263%
Clothing Manufacturing	1.290%	2.115%
Footwear Manufacturing	3.293%	6.283%
Log Sawmilling	3.107%	7.009%
Wood Chipping	3.107%	3.045%
Timber Resawing and Dressing	3.107%	4.211%
Prefabricated Wooden Building Manufacturing	3.684%	4.412%
Wooden Structural Fitting and Component Manufacturing	3.171%	4.552%
Veneer and Plywood Manufacturing	4.414%	5.482%
Reconstituted Wood Product Manufacturing	4.414%	7.218%
Other Wood Product Manufacturing n.e.c.	3.684%	5.348%
Pulp, Paper and Paperboard Manufacturing	2.845%	3.528%
Corrugated Paperboard and Paperboard Container Manufacturing	2.645%	4.444%
Paper Bag Manufacturing	1.761%	3.533%
Paper Stationery Manufacturing	1.761%	2.846%
Sanitary Paper Product Manufacturing	1.859%	2.617%
Other Converted Paper Product Manufacturing	2.917%	5.121%
Printing	1.578%	2.434%
Printing Support Services	1.008%	2.523%
Reproduction of Recorded Media	1.008%	2.935%
Petroleum Refining and Petroleum Fuel Manufacturing	1.267%	3.498%
Other Petroleum and Coal Product Manufacturing	1.267%	2.486%

Workers' compensation premium rates

WorkCover Industry Description	2022–23	2023–24
Industrial Gas Manufacturing	0.730%	2.126%
Basic Organic Chemical Manufacturing	1.757%	3.191%
Basic Inorganic Chemical Manufacturing	1.522%	3.200%
Synthetic Resin and Synthetic Rubber Manufacturing	1.723%	2.864%
Other Basic Polymer Manufacturing	1.572%	4.577%
Fertiliser Manufacturing	2.398%	3.639%
Pesticide Manufacturing	1.879%	2.651%
Human Pharmaceutical and Medicinal Product Manufacturing	1.411%	2.430%
Veterinary Pharmaceutical and Medicinal Product Manufacturing	1.411%	2.821%
Cleaning Compound Manufacturing	2.445%	3.224%
Cosmetic and Toiletry Preparation Manufacturing	2.417%	2.929%
Photographic Chemical Product Manufacturing	1.572%	3.699%
Explosive Manufacturing	4.362%	4.959%
Other Basic Chemical Product Manufacturing n.e.c.	1.572%	2.540%
Polymer Film and Sheet Packaging Material Manufacturing	3.168%	4.162%
Rigid and Semi-Rigid Polymer Product Manufacturing	3.431%	4.888%
Polymer Foam Product Manufacturing	2.633%	5.838%
Tyre Manufacturing	4.771%	4.248%
Adhesive Manufacturing	2.123%	2.836%
Paint and Coatings Manufacturing	1.588%	2.541%
Other Polymer Product Manufacturing	2.633%	2.986%
Natural Rubber Product Manufacturing	2.621%	3.702%
Glass and Glass Product Manufacturing	3.822%	6.223%
Clay Brick Manufacturing	4.362%	9.156%
Other Ceramic Product Manufacturing	4.362%	3.461%
Cement and Lime Manufacturing	3.190%	5.119%
Plaster Product Manufacturing	2.639%	4.917%
Ready-Mixed Concrete Manufacturing	3.190%	4.281%
Concrete Product Manufacturing	4.509%	6.375%
Other Non-Metallic Mineral Product Manufacturing	15.298%	18.000%
Iron Smelting and Steel Manufacturing	2.699%	4.011%

WorkCover Industry Description	2022–23	2023–24
Iron and Steel Casting	2.465%	4.337%
Steel Pipe and Tube Manufacturing	1.762%	2.846%
Alumina Production	2.699%	3.699%
Aluminium Smelting	2.699%	3.705%
Copper, Silver, Lead and Zinc Smelting and Refining	2.699%	3.699%
Other Basic Non-Ferrous Metal Manufacturing	2.996%	3.366%
Non-Ferrous Metal Casting	2.111%	4.307%
Aluminium Rolling, Drawing, Extruding	1.994%	5.287%
Other Basic Non-Ferrous Metal Product Manufacturing	2.996%	3.251%
Iron and Steel Forging	2.465%	4.314%
Structural Steel Fabricating	3.481%	4.602%
Prefabricated Metal Building Manufacturing	3.109%	4.477%
Architectural Aluminium Product Manufacturing	3.215%	4.322%
Metal Roof and Guttering Manufacturing (Except Aluminium)	2.480%	5.336%
Other Structural Metal Product Manufacturing	2.480%	3.758%
Boiler, Tank and Other Heavy Gauge Metal Container Manufacturing	1.826%	2.951%
Other Metal Container Manufacturing	2.349%	3.228%
Sheet Metal Product Manufacturing (Except Metal Structural and Container Products)	2.879%	4.160%
Spring and Wire Product Manufacturing	2.233%	3.588%
Nut, Bolt, Screw and Rivet Manufacturing	1.680%	2.817%
Metal Coating and Finishing	3.738%	5.209%
Other Fabricated Metal Product Manufacturing n.e.c.	2.167%	3.398%
Motor Vehicle Manufacturing	1.856%	2.893%
Motor Vehicle Body and Trailer Manufacturing	2.996%	4.308%
Automotive Electrical Component Manufacturing	1.753%	3.021%
Other Motor Vehicle Parts Manufacturing	3.068%	4.620%
Shipbuilding and Repair Services	2.374%	6.017%
Boatbuilding and Repair Services	2.699%	4.930%
Railway Rolling Stock Manufacturing and Repair Services	1.198%	1.868%
Aircraft Manufacturing and Repair Services	2.266%	2.708%

Workers' compensation premium rates

WorkCover Industry Description	2022–23	2023–24
Other Transport Equipment Manufacturing n.e.c.	1.648%	3.420%
Photographic, Optical and Ophthalmic Equipment Manufacturing	0.713%	2.076%
Medical and Surgical Equipment Manufacturing	0.713%	1.486%
Other Professional and Scientific Equipment Manufacturing	1.076%	1.749%
Computer and Electronic Office Equipment Manufacturing	0.879%	2.559%
Communication Equipment Manufacturing	0.904%	2.180%
Other Electronic Equipment Manufacturing	0.356%	1.037%
Electric Cable and Wire Manufacturing	2.852%	4.132%
Electric Lighting Equipment Manufacturing	1.246%	2.514%
Other Electrical Equipment Manufacturing	1.215%	1.929%
Whiteware Appliance Manufacturing	1.997%	3.559%
Other Domestic Appliance Manufacturing	1.997%	3.279%
Pump and Compressor Manufacturing	1.259%	2.267%
Fixed Space Heating, Cooling and Ventilation Equipment Manufacturing	1.772%	2.779%
Agricultural Machinery and Equipment Manufacturing	2.175%	3.164%
Mining and Construction Machinery Manufacturing	1.426%	4.152%
Machine Tool and Parts Manufacturing	1.278%	2.180%
Other Specialised Machinery and Equipment Manufacturing	1.290%	2.313%
Lifting and Material Handling Equipment Manufacturing	1.377%	2.014%
Other Machinery and Equipment Manufacturing n.e.c.	1.800%	2.527%
Wooden Furniture and Upholstered Seat Manufacturing	2.836%	3.779%
Metal Furniture Manufacturing	1.448%	2.633%
Mattress Manufacturing	4.549%	7.144%
Other Furniture Manufacturing	2.836%	5.978%
Jewellery and Silverware Manufacturing	1.367%	3.041%
Toy, Sporting and Recreational Product Manufacturing	1.287%	2.825%
Other Manufacturing n.e.c.	1.306%	1.860%
Fossil Fuel Electricity Generation	0.508%	1.467%
Hydro-Electricity Generation	0.508%	1.479%
Other Electricity Generation	0.508%	1.165%
Electricity Transmission	0.447%	1.302%

WorkCover Industry Description	2022–23	2023–24
Electricity Distribution	0.447%	0.651%
On Selling Electricity and Electricity Market Operation	0.508%	0.542%
Gas Supply	0.379%	1.104%
Water Supply	0.981%	1.078%
Sewerage and Drainage Services	1.520%	2.291%
Solid Waste Collection Services	3.947%	4.812%
Other Waste Collection Services	3.947%	3.160%
Waste Treatment and Disposal Services	3.947%	6.086%
Waste Remediation and Materials Recovery Services	3.947%	7.235%
House Construction	1.669%	2.212%
Other Residential Building Construction	1.669%	2.059%
Non-Residential Building Construction	1.392%	1.897%
Road and Bridge Construction	2.237%	3.010%
Other Heavy and Civil Engineering Construction	1.492%	2.065%
Land Development and Subdivision	1.072%	1.380%
Site Preparation Services	2.247%	3.121%
Concreting Services	3.502%	5.126%
Bricklaying Services	5.000%	8.548%
Roofing Services	5.478%	8.073%
Structural Steel Erection Services	3.263%	4.310%
Plumbing Services	2.708%	3.506%
Electrical Services	1.323%	2.013%
Air Conditioning and Heating Services	1.583%	2.291%
Fire and Security Alarm Installation Services	1.883%	2.677%
Other Building Installation Services	2.681%	3.668%
Plastering and Ceiling Services	6.457%	9.860%
Carpentry Services	4.449%	5.793%
Tiling and Carpeting Services	9.828%	14.090%
Painting and Decorating Services	5.449%	8.188%
Glazing Services	3.264%	4.276%
Landscape Construction Services	2.682%	4.019%

Workers' compensation premium rates

WorkCover Industry Description	2022–23	2023–24
Hire of Construction Machinery with Operator	3.566%	4.733%
Other Construction Services n.e.c.	4.297%	6.412%
Wool Wholesaling	1.199%	1.459%
Cereal Grain Wholesaling	0.890%	1.173%
Other Agricultural Product Wholesaling	1.181%	1.989%
Petroleum Product Wholesaling	1.968%	3.256%
Metal and Mineral Wholesaling	3.902%	5.478%
Industrial and Agricultural Chemical Product Wholesaling	1.049%	1.347%
Timber Wholesaling	1.351%	1.603%
Plumbing Goods Wholesaling	1.454%	2.261%
Other Hardware Goods Wholesaling	2.000%	2.931%
Agricultural and Construction Machinery Wholesaling	1.350%	1.852%
Other Specialised Industrial Machinery and Equipment Wholesaling	1.325%	1.797%
Professional and Scientific Goods Wholesaling	0.495%	0.669%
Computer and Computer Peripheral Wholesaling	0.301%	0.632%
Telecommunication Goods Wholesaling	0.254%	0.740%
Other Electrical and Electronic Goods Wholesaling	0.597%	0.908%
Other Machinery and Equipment Wholesaling n.e.c.	0.679%	0.999%
Car Wholesaling	0.812%	0.868%
Commercial Vehicle Sales	0.812%	1.706%
Trailer and Other Motor Vehicle Wholesaling	0.812%	1.229%
Motor Vehicle New Parts Wholesaling	1.293%	1.945%
Motor Vehicle Dismantling and Used Parts Wholesaling	4.943%	6.282%
General Line Grocery Wholesaling	2.362%	4.199%
Meat, Poultry and Smallgoods Wholesaling	1.998%	3.480%
Dairy Produce Wholesaling	1.199%	1.807%
Fish and Seafood Wholesaling	2.183%	3.862%
Fruit and Vegetable Wholesaling	2.025%	3.354%
Liquor and Tobacco Product Wholesaling	0.564%	1.009%
Other Grocery Wholesaling	1.943%	2.458%
Textile Product Wholesaling	1.159%	1.844%

WorkCover Industry Description	2022–23	2023–24
Clothing and Footwear Wholesaling	0.868%	1.071%
Pharmaceutical and Toiletry Goods Wholesaling	0.609%	0.845%
Furniture and Floor Covering Wholesaling	1.550%	2.455%
Jewellery and Watch Wholesaling	0.919%	1.306%
Kitchen and Diningware Wholesaling	0.814%	1.171%
Toy and Sporting Goods Wholesaling	0.739%	0.987%
Book and Magazine Wholesaling	0.915%	1.477%
Paper Product Wholesaling	1.464%	2.148%
Other Goods Wholesaling n.e.c.	1.268%	1.844%
Commission-Based Wholesaling	0.652%	0.898%
Car Retailing	0.987%	1.375%
Motor Cycle Retailing	0.919%	1.593%
Trailer and Other Motor Vehicle Retailing	1.267%	1.618%
Motor Vehicle Parts Retailing	1.080%	1.895%
Tyre Retailing	4.003%	4.906%
Fuel Retailing	1.683%	2.142%
Supermarket and Grocery Stores	1.889%	2.533%
Fresh Meat, Fish and Poultry Retailing	2.487%	3.509%
Fruit and Vegetable Retailing	1.919%	3.148%
Liquor Retailing	1.593%	2.139%
Other Specialised Food Retailing	0.894%	1.269%
Furniture Retailing	1.789%	2.623%
Floor Coverings Retailing	1.379%	2.196%
Houseware Retailing	1.848%	2.816%
Manchester and Other Textile Goods Retailing	1.497%	1.875%
Electrical, Electronic and Gas Appliance Retailing	0.921%	1.389%
Computer and Computer Peripheral Retailing	0.254%	0.740%
Other Electrical and Electronic Goods Retailing	0.921%	1.613%
Hardware and Building Supplies Retailing	2.163%	2.865%
Garden Supplies Retailing	2.050%	2.704%
Sport and Camping Equipment Retailing	0.892%	1.314%

Workers' compensation premium rates

WorkCover Industry Description	2022–23	2023–24
Entertainment Media Retailing	0.254%	0.740%
Toy and Game Retailing	0.986%	1.582%
Newspaper and Book Retailing	1.134%	1.614%
Marine Equipment Retailing	2.233%	2.687%
Clothing Retailing	0.817%	1.102%
Footwear Retailing	0.865%	1.312%
Watch and Jewellery Retailing	1.096%	1.389%
Other Personal Accessory Retailing	1.307%	1.671%
Department Stores	1.171%	1.660%
Pharmaceutical, Cosmetic and Toiletry Goods Retailing	0.708%	1.015%
Stationery Goods Retailing	0.680%	1.293%
Antique and Used Goods Retailing	3.340%	4.062%
Flower Retailing	0.967%	1.953%
Other Store-Based Retailing n.e.c.	1.209%	2.030%
Non-Store Retailing	1.209%	1.488%
Retail Commission-Based Buying and/or Selling	1.209%	1.681%
Accommodation	1.738%	2.252%
Cafes and Restaurants	0.848%	1.176%
Takeaway Food Services	0.848%	1.159%
Catering Services	2.508%	3.558%
Pubs, Taverns and Bars	1.211%	1.771%
Clubs (Hospitality)	2.035%	2.630%
Road Freight Transport	4.569%	6.288%
Long Distance Bus Transport	2.423%	3.704%
Short Distance Bus Transport (Including Tramway)	2.845%	3.854%
Taxi and Other Road Transport	1.662%	2.822%
Rail Freight Transport	1.086%	2.835%
Rail Passenger Transport, Public Sector	1.430%	1.881%
Rail Passenger Transport, Non-Public Sector	1.430%	2.782%
Water Freight Transport	3.187%	5.623%
Water Passenger Transport	2.089%	3.226%

WorkCover Industry Description	2022–23	2023–24
Air and Space Transport	1.311%	2.022%
Scenic and Sightseeing Transport	2.089%	3.171%
Pipeline Transport	1.726%	4.119%
Other Transport n.e.c.	2.089%	4.330%
Postal Services	1.264%	2.836%
Courier Pick-Up and Delivery Services	3.566%	5.058%
Stevedoring Services	4.722%	10.152%
Port and Water Transport Terminal Operations	4.722%	3.881%
Other Water Transport Support Services	0.903%	1.938%
Airport Operations and Other Air Transport Support Services	2.752%	4.027%
Customs Agency Services	0.572%	1.666%
Freight Forwarding Services	1.480%	2.202%
Other Transport Support Services n.e.c.	0.600%	0.966%
Grain Storage Services	2.083%	3.232%
Other Warehousing and Storage Services	2.684%	3.904%
Newspaper Publishing	0.614%	0.816%
Magazine and Other Periodical Publishing	0.267%	0.420%
Book Publishing	0.360%	0.455%
Directory and Mailing List Publishing	0.504%	0.725%
Other Publishing (Except Software, Music and Internet)	0.360%	0.452%
Software Publishing	0.276%	0.446%
Motion Picture and Video Production	0.589%	0.777%
Motion Picture and Video Distribution	0.276%	0.454%
Motion Picture Exhibition	0.401%	0.788%
Post-Production Services and Other Motion Picture and Video Activities	0.276%	0.452%
Music Publishing	0.360%	0.454%
Music and Other Sound Recording Activities	0.589%	0.449%
Radio Broadcasting	0.345%	0.459%
Free-to-Air Television Broadcasting	0.287%	0.429%
Cable and Other Subscription Broadcasting	0.287%	0.431%
Internet Publishing and Broadcasting	0.254%	0.405%

Workers' compensation premium rates

WorkCover Industry Description	2022–23	2023–24
Wired Telecommunications Network Operation	0.254%	0.380%
Other Telecommunications Network Operation	0.254%	0.426%
Other Telecommunications Services	0.254%	0.400%
Internet Service Providers and Web Search Portals	0.254%	0.360%
Data Processing and Web Hosting Services	0.254%	0.404%
Electronic Information Storage Services	0.254%	0.406%
Libraries and Archives	0.532%	0.762%
Other Information Services	0.254%	0.457%
Central Banking	0.266%	0.360%
Banking	0.266%	0.360%
Building Society Operation	0.254%	0.360%
Credit Union Operation	0.254%	0.360%
Other Depository Financial Intermediation	0.254%	0.360%
Non-Depository Financing	0.254%	0.360%
Financial Asset Investing	0.254%	0.363%
Life Insurance	0.254%	0.362%
Health Insurance	0.254%	0.360%
General Insurance, Public Sector	0.441%	1.232%
General Insurance, Non-Public Sector	0.441%	0.381%
Superannuation Funds	0.297%	0.360%
Financial Asset Broking Services	0.254%	0.360%
Other Auxiliary Finance and Investment Services	0.254%	0.360%
Auxiliary Insurance Services	0.339%	0.554%
Passenger Car Rental and Hiring	1.673%	2.073%
Other Motor Vehicle and Transport Equipment Rental and Hiring	1.673%	3.307%
Farm Animal and Bloodstock Leasing	2.446%	1.050%
Heavy Machinery and Scaffolding Rental and Hiring	2.640%	3.350%
Video and Other Electronic Media Rental and Hiring	0.384%	1.118%
Other Goods and Equipment Rental and Hiring n.e.c.	1.580%	2.224%
Non-Financial Intangible Assets (Except Copyrights) Leasing	0.278%	0.809%
Residential Property Operators	1.619%	2.037%

WorkCover Industry Description	2022–23	2023–24
Non-Residential Property Operators	0.461%	0.559%
Real Estate Services	0.446%	0.556%
Scientific Research Services	0.512%	0.521%
Architectural Services	0.254%	0.360%
Surveying and Mapping Services	0.516%	0.601%
Engineering Design and Engineering Consulting Services	0.254%	0.360%
Other Specialised Design Services	0.413%	0.388%
Scientific Testing and Analysis Services	0.668%	0.984%
Legal Services	0.340%	0.448%
Accounting Services	0.254%	0.360%
Advertising Services	0.254%	0.360%
Market Research and Statistical Services	0.273%	0.360%
Corporate Head Office Management Services	0.587%	0.779%
Management Advice and Related Consulting Services	0.254%	0.360%
Veterinary Services	1.184%	2.051%
Professional Photographic Services	0.411%	0.406%
Other Professional, Scientific and Technical Services n.e.c.	0.518%	0.776%
Computer System Design and Related Services	0.254%	0.360%
Employment Placement and Recruitment Services	3.043%	1.840%
Labour Hire Services	3.043%	7.469%
Travel Agency and Tour Arrangement Services	0.382%	0.988%
Office Administrative Services	0.606%	1.431%
Document Preparation Services	0.606%	1.765%
Credit Reporting and Debt Collection Services	0.592%	1.647%
Call Centre Operation	1.195%	1.624%
Other Administrative Services n.e.c.	0.441%	0.646%
Building and Other Industrial Cleaning Services	2.771%	3.617%
Building Pest Control Services	2.462%	3.617%
Gardening Services	4.611%	6.006%
Packaging Services	2.025%	2.925%
Central Government Administration	0.556%	1.619%

Workers' compensation premium rates

WorkCover Industry Description	2022–23	2023–24
State Government Administration	0.636%	1.052%
Local Government Administration	1.403%	2.068%
Justice	0.808%	0.889%
Domestic Government Representation	0.556%	1.619%
Foreign Government Representation	0.556%	1.619%
Defence	3.838%	3.361%
Police Services	5.563%	8.596%
Investigation and Security Services	2.650%	3.767%
Fire Protection and Other Emergency Services	3.971%	5.380%
Correctional and Detention Services, Public Sector	6.310%	9.731%
Correctional and Detention Services, Non-Public Sector	6.310%	6.585%
Other Public Order and Safety Services	1.976%	2.946%
Regulatory Services	0.998%	1.271%
Preschool Education	1.375%	2.051%
Primary Education, Public Sector	1.055%	1.468%
Primary Education, Non-Public Sector	0.607%	0.857%
Secondary Education, Public Sector	1.316%	1.865%
Secondary Education, Non-Public Sector	0.662%	1.015%
Combined Primary and Secondary Education, Public Sector	0.840%	2.012%
Combined Primary and Secondary Education, Non-Public Sector	0.840%	0.996%
Special School Education, Public Sector	4.764%	6.167%
Special School Education, Non-Public Sector	1.375%	3.125%
Technical and Vocational Education and Training, Public Sector	1.188%	2.173%
Technical and Vocational Education and Training, Non-Public Sector	1.188%	0.987%
Higher Education	0.303%	0.434%
Sports and Physical Recreation Instruction	1.130%	2.042%
Arts Education	0.635%	1.011%
Adult, Community and Other Education n.e.c.	1.146%	1.657%
Educational Support Services	1.146%	1.191%
Hospitals (Except Psychiatric Hospitals), Public Sector	1.180%	1.721%
Hospitals (Except Psychiatric Hospitals), Non-Public Sector	1.180%	1.606%

WorkCover Industry Description	2022–23	2023–24
Psychiatric Hospitals, Public Sector	1.284%	2.198%
Psychiatric Hospitals, Non-Public Sector	1.284%	1.720%
General Practice Medical Services	0.516%	0.827%
Specialist Medical Services	0.341%	0.517%
Pathology and Diagnostic Imaging Services	0.927%	1.376%
Dental Services	0.886%	1.150%
Optometry and Optical Dispensing	0.280%	0.815%
Physiotherapy Services	0.350%	0.750%
Chiropractic and Osteopathic Services	0.310%	0.903%
Other Allied Health Services	1.198%	1.519%
Ambulance Services, Public Sector	4.839%	7.631%
Ambulance Services, Non-Public Sector	4.839%	3.159%
Other Health Care Services n.e.c.	1.346%	2.114%
Aged Care Residential Services	2.897%	4.161%
Other Residential Care Services	4.518%	6.060%
Child Care Services	2.190%	3.138%
Other Social Assistance Services, Public Sector	2.198%	2.207%
Other Social Assistance Services, Non-Public Sector	2.198%	2.993%
Museum Operation	0.910%	1.318%
Zoological and Botanical Gardens Operation	2.467%	1.600%
Nature Reserves and Conservation Parks Operation	2.467%	4.184%
Performing Arts Operation	1.288%	1.615%
Creative Artists, Musicians, Writers and Performers	0.662%	1.425%
Performing Arts Venue Operation	1.118%	1.813%
Health and Fitness Centres and Gymnasias Operation	0.758%	1.175%
Sports and Physical Recreation Clubs and Sports Professionals	1.115%	1.050%
Sports and Physical Recreation Venues, Grounds and Facilities	1.115%	2.329%
Sports and Physical Recreation Administrative Service	1.115%	1.105%
Horse Racing Administration and Track Operation	4.784%	3.968%
Dog Racing Administration and Track Operation	1.115%	2.113%
Other Horse Racing Activities	4.784%	11.043%

Workers' compensation premium rates

WorkCover Industry Description	2022–23	2023–24
Other Dog Racing Activities	1.115%	2.135%
Amusement Parks and Centres Operation	1.442%	1.699%
Amusement and Other Recreational Activities n.e.c.	1.442%	2.369%
Casino Operation	1.068%	2.151%
Lottery Operation	0.429%	1.249%
Other Gambling Activities	1.068%	1.440%
Automotive Electrical Services	1.209%	1.576%
Automotive Body, Paint and Interior Repair	2.242%	2.855%
Other Automotive Repair and Maintenance	1.877%	2.887%
Domestic Appliance Repair and Maintenance	2.098%	2.864%
Electronic (Except Domestic Appliance) and Precision Equipment Repair and Maintenance	0.795%	1.369%
Other Machinery and Equipment Repair and Maintenance	1.473%	2.218%
Clothing and Footwear Repair	1.048%	2.109%
Other Repair and Maintenance n.e.c.	1.048%	2.227%
Hairdressing and Beauty Services	0.993%	1.456%
Diet and Weight Reduction Services	1.497%	2.075%
Funeral Services	3.272%	3.877%
Crematorium and Cemetery Services	2.279%	3.979%
Laundry and Dry-Cleaning Services	2.859%	3.843%
Photographic Film Processing	0.519%	1.511%
Parking Services	2.996%	2.488%
Brothel Keeping and Prostitution Services	1.840%	4.733%
Other Personal Services n.e.c.	1.863%	2.954%
Religious Services	1.082%	1.433%
Business and Professional Association Services	0.682%	0.783%
Labour Association Services	1.497%	2.570%
Other Interest Group Services n.e.c.	1.066%	1.582%
Private Households Employing Staff	1.840%	2.595%

Note: General Insurance, Combined Primary and Secondary Education, Ambulance Services, and Other Social Assistance Services were separated into Public Sector and Non-Public Sector categories in 2023–24.

Source: Victorian Government.

Attachment B– Data sources

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