

Industry Statistical Report

Education & training

2024/25

A workers compensation and injury
management scheme that works for all.





Industry Statistical Report: 2024/25
Education and training

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Industry Statistical Report

WorkCover WA

WorkCover WA is the government agency responsible for overseeing the workers compensation and injury management scheme in Western Australia, constituted under the *Workers Compensation and Injury Management Act 2023*.

WA operates a privately underwritten workers compensation scheme, where private insurance agencies are approved by WorkCover WA to provide workers compensation insurance to WA employers. Additionally, WorkCover WA also exempts large employers, who have the material and financial resources to cover their own liabilities from any workplace injuries that may occur, from having to obtain workers compensation insurance from an approved insurer. Exempt employers are commonly referred to as self-insurers. During the period referenced in this report, there were six approved insurers and 23 self-insurers operating within the WA workers compensation scheme.

Data from the Insurance Commission of Western Australia (ICWA) is also included in this report. ICWA manages workers compensation arrangements for WA government agencies. Although not an approved insurer within the WA workers compensation scheme, ICWA is considered to be more appropriately grouped with approved insurers rather than self-insurers.

Purpose of report

WorkCover WA annually publishes eight industry-specific reports covering the following high-risk industry divisions:

- Agriculture, forestry and fishing
- Arts and recreation services
- Construction
- Education and training
- Health care and social assistance
- Manufacturing
- Mining
- Transport, postal and warehousing.

These reports provide industry-specific insight into claims activity within the Western Australian workers compensation scheme over a four-year period.

Things to note

As data for the most recent financial year is subject to develop over time due to the evolving nature of claims, care should be exercised when referencing and comparing against previous years. Developments are less likely to affect claim numbers but will have more impact on claim payments.

The 'p' in the reference period (2024/25p) signifies 'provisional data' - data that is subject to change over time as further information about the claims are received.

Information in the report should also be read with consideration of the statements set out in the disclaimer provided.

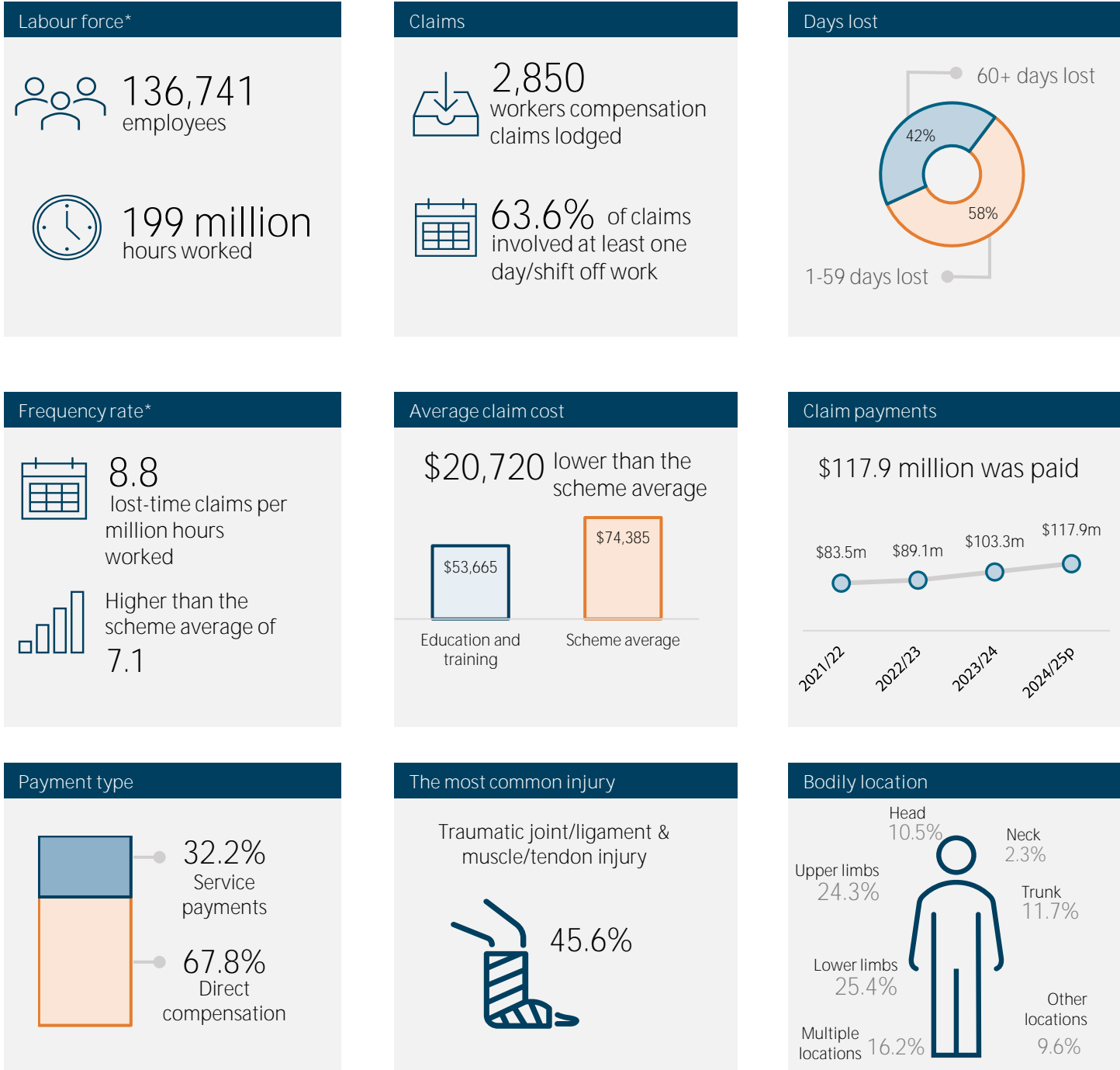
Frequency rates are based on the latest available data sourced from the Australian Bureau of Statistics, which lags by one year from this report's timeframe.

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The Education and training industry is classified according to the *Australian and New Zealand Standard Industrial Classification 2006* provided by the Australian Bureau of Statistics.

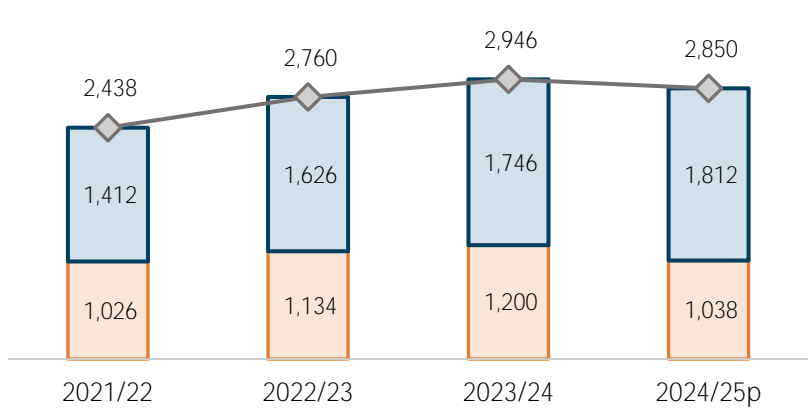
This industry covers businesses mainly engaged in the provision and support of education and training (except those engaged in training of animals) and includes preschool, tertiary, adult, community and other education.

Education and training at a glance 2024/25p



* Based on 2023/24, as 2024/25 was not available at the time of reporting.

Claim numbers number of claims lodged by lost-time

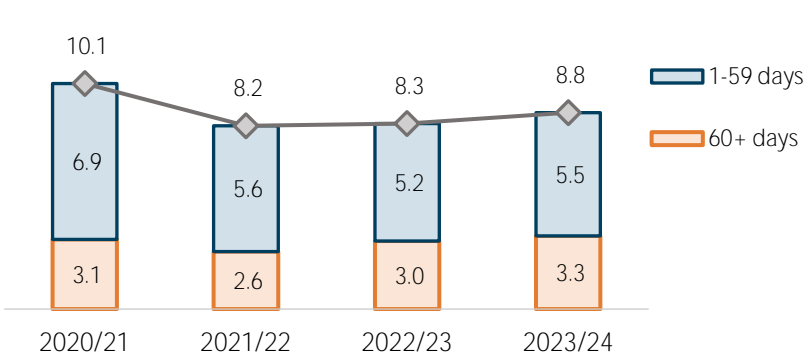


All claims
Total claims in the Education and training industry show a steady to increasing trend.

Lost-time claims
Lost-time claims averaged 1,649 claims between 2021/22 to 2024/25p.

No lost-time claims
Claims with no time off work increased (+1.2%) over the same period.

Frequency rate* lost-time claims per million hours worked



Frequency rate indicates the prevalence of workers compensation lost-time claims by measuring the number of claims per million hours worked. The number of hours worked by employed persons is supplied by the Australian Bureau of Statistics.

* The 2024/25 frequency rates were not available at the time of reporting.

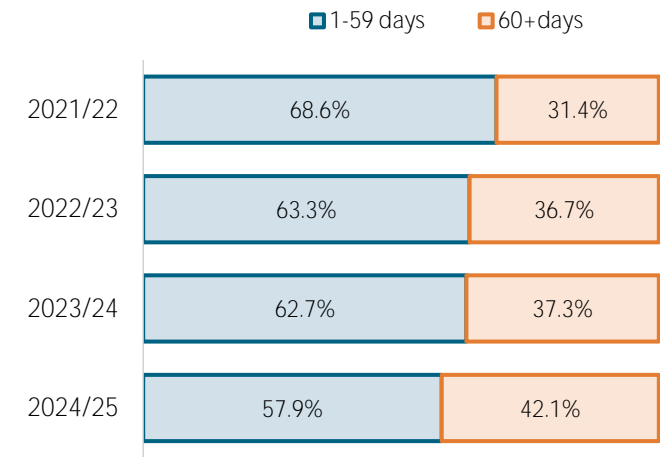
The frequency rate for the Education and training industry was 8.8 lost-time claims per million hours worked, compared to the scheme average of 7.1 for 2023/24.

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Claim numbers number of claims lodged by days lost

DAYS LOST	2021/22	2022/23	2023/24	2024/25p
0 days	1,026	1,134	1,200	1,038
1 - 4 days	438	447	462	412
5 - 19 days	308	317	365	355
20 - 59 days	222	265	268	282
60 - 119 days	133	178	203	268
120 - 179 days	72	95	116	199
180+ days	239	324	332	296
Total claims	2,438	2,760	2,946	2,850

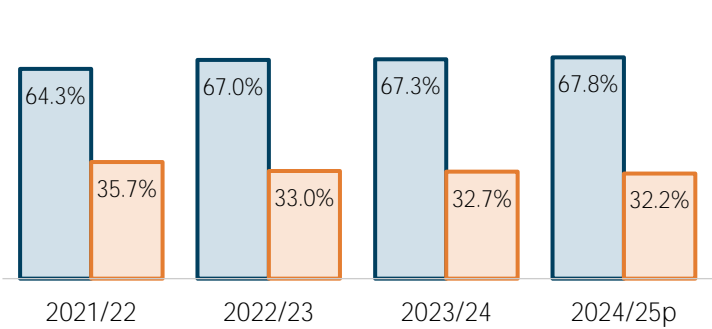
Lost-time claims proportions by days lost



Education and training accounted for 11.3% of total claims lodged in 2024/25p in the WA workers compensation scheme.

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Total claim payments proportions by payment group

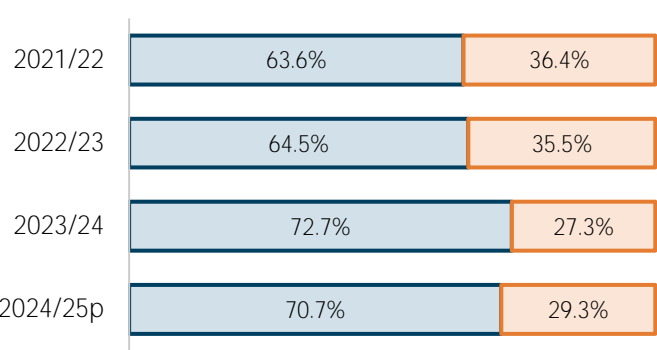


Direct compensation
payments made directly to the worker (either by income replacement or lump sums).



Service payments
includes medical & hospital, allied health, workplace rehabilitation and legal & miscellaneous payments.

Direct compensation payments proportions by payment type

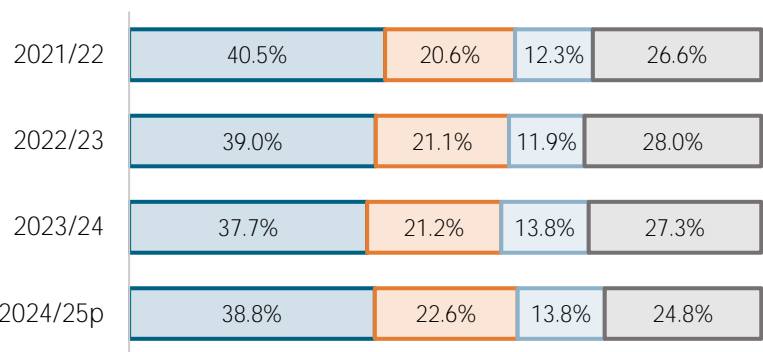


Income payments
as a proportion of direct compensation payments ranged from 63.6% to 72.7% over four years.



Lump sums
accounted for 27.3% to 36.4% of direct compensation payments to workers over the last four years.

Service payments proportions by payment type



Medical & hospital



Allied health



Workplace rehabilitation



Legal & miscellaneous

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Claim payments (\$million adjusted)

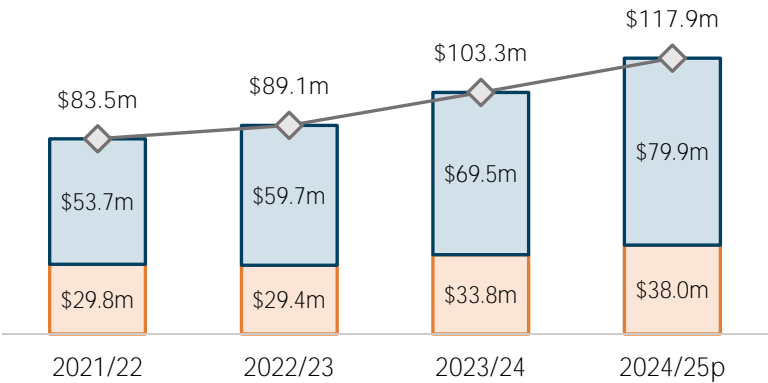
	2021/22	2022/23	2023/24	2024/25p
DIRECT COMPENSATION				
Income payments	\$34.1m	\$38.5m	\$50.5m	\$56.5m
Lump sums	\$19.6m	\$21.2m	\$18.9m	\$23.4m
SERVICE PAYMENTS				
Medical & hospital	\$12.1m	\$11.5m	\$12.7m	\$14.8m
Allied health*	\$6.1m	\$6.2m	\$7.2m	\$8.6m
Workplace rehabilitation	\$3.7m	\$3.5m	\$4.7m	\$5.2m
Legal & miscellaneous	\$7.9m	\$8.2m	\$9.2m	\$9.4m
Total claim payments	\$83.5m	\$89.1m	\$103.3m	\$117.9m



Total claim payments are adjusted to allow meaningful comparisons over time.

* Allied health includes 'other treatment services'.

Total claim payments (\$million adjusted) by payment group



Direct compensation payments increased from \$53.7 million in 2021/22 to \$79.9 million in 2024/25p.



Service payments increased from \$29.8 million in 2021/22 and stands at \$38.0 million in 2024/25p.

Payments for claims in the Education and training industry in 2024/25p totalled \$117.9 million, accounting for 7.8% of total scheme payments.

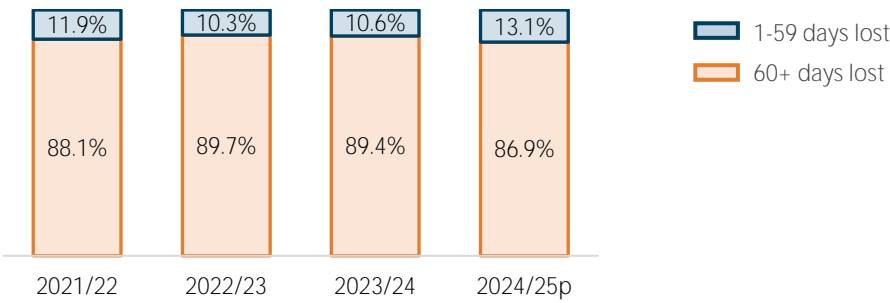
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Claim costs* total claim costs by days lost

	2021/22	2022/23	2023/24	2024/25p
1-59 days lost	\$9.3m	\$10.9m	\$10.7m	\$12.8m
60+ days lost	\$68.7m	\$95.7m	\$90.4m	\$84.5m
Total claims	\$77.9m	\$106.7m	\$101.1m	\$97.2m

* Due to the evolving nature of claims, data is subject to change particularly for the most recent year.

Claim costs* proportion of claim costs by days lost



Claim costs* average claim costs by days lost

	2021/22	2022/23	2023/24	2024/25p
1-59 days lost	\$9,581	\$10,637	\$9,790	\$12,174
60+ days lost	\$154,675	\$160,381	\$138,900	\$110,708
Total claims	\$55,205	\$65,617	\$57,929	\$53,665

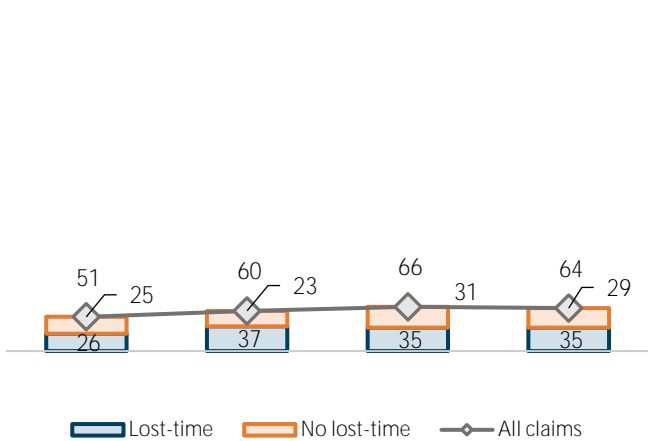
* Due to the evolving nature of claims, data is subject to change particularly for the most recent year.

The average claim cost for Education and training was \$53,665 in 2024/25p, compared with the scheme average of \$74,385.

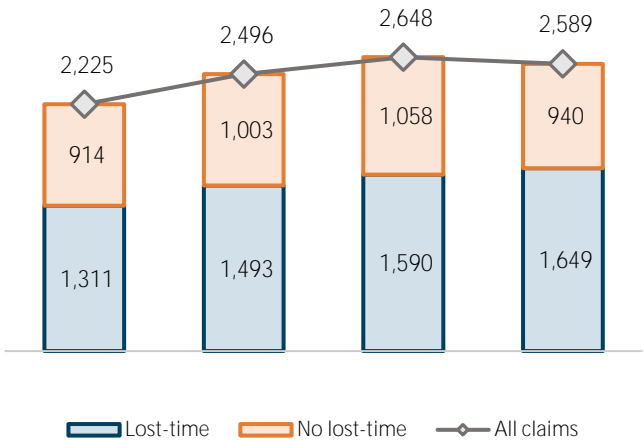
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Claim numbers by lost-time per industry subdivision

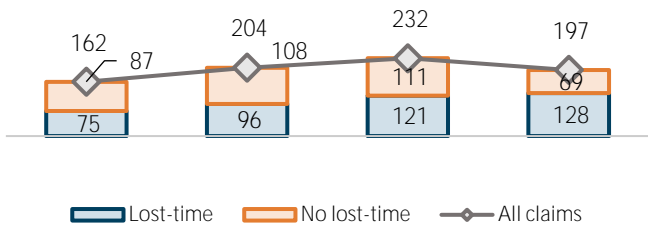
Adult, community and other education



Preschool and school education



Tertiary education



Lost-time claims and frequency rate by industry subdivision

SUBDIVISION	2021/22	2022/23	2023/24	2024/25p	Average* frequency rate
Adult, community and other education	26	37	35	35	1.2
1-59 days lost	16	18	23	14	0.7
60+ days lost	10	19	12	21	0.5
Preschool and school education	1,311	1,493	1,590	1,649	11.8
1-59 days lost	903	961	1,002	966	7.7
60+ days lost	408	532	588	683	4.1
Tertiary education	75	96	121	128	2.6
1-59 days lost	49	50	70	69	1.5
60+ days lost	26	46	51	59	1.1
Total claims	1,412	1,626	1,746	1,812	8.4
1-59 days lost	968	1,029	1,095	1,049	5.6
60+ days lost	444	597	651	763	3.5

* The average frequency rate is over three years (2021/22 to 2023/24). The 2024/25 frequency rate was not available at the time of reporting.

Work status rate lost-time claims

Return to work rate	2021/22	2022/23	2023/24	2024/25p
at 1 month	66.0%	65.9%	67.6%	65.2%
at 3 months	78.8%	79.3%	80.2%	80.2%
at 6 months	84.7%	84.9%	84.8%	85.7%
at 12 months	88.1%	87.9%	87.5%	n/a



Return to work status measures the proportion of claimants who returned to work at any capacity at key intervals from the date of claim lodgement.

For 2023/24, 87.5% of claimants in Education and training returned to work at 12 months after the claim was lodged, on par with the overall scheme (86.4%).

Lost-time claims by age group

AGE GROUP	2021/22	2022/23	2023/24	2024/25p
15-24 years	48	65	81	84
25-34 years	133	182	225	252
35-44 years	263	315	371	379
45-54 years	452	521	508	532
55-64 years	434	435	454	466
65+ years	82	108	107	99
Total claims	1,412	1,626	1,746	1,812

Frequency rate* by age group

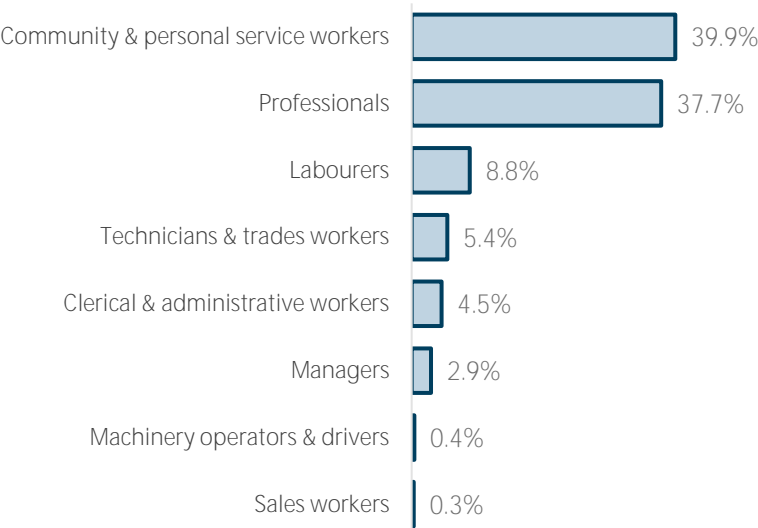
AGE GROUP	2021/22	2022/23	2023/24	2024/25p
15-24 years	3.9	4.3	6.3	n/a
25-34 years	3.9	4.1	5.6	n/a
35-44 years	6.2	7.6	7.6	n/a
45-54 years	10.6	9.7	9.3	n/a
55-64 years	13.6	12.2	13.1	n/a
65+ years	9.0	16.2	13.5	n/a
Total claims	8.2	8.3	8.8	n/a

* The 2024/25 frequency rates were not available at the time of reporting.

Lost-time claims by occupation

OCCUPATION	2021/22	2022/23	2023/24	2024/25p
Community & personal service workers	590	639	705	723
Professionals	486	603	631	684
Labourers	142	154	148	159
Technicians & trades workers	92	97	125	98
Clerical & administrative workers	52	55	63	82
Managers	45	73	68	53
Machinery operators & drivers	1	2	3	7
Sales workers	4	3	3	6
Total claims	1,412	1,626	1,746	1,812

Lost-time claims proportions by occupation 2024/25p



Lost-time claims by nature of injury/disease

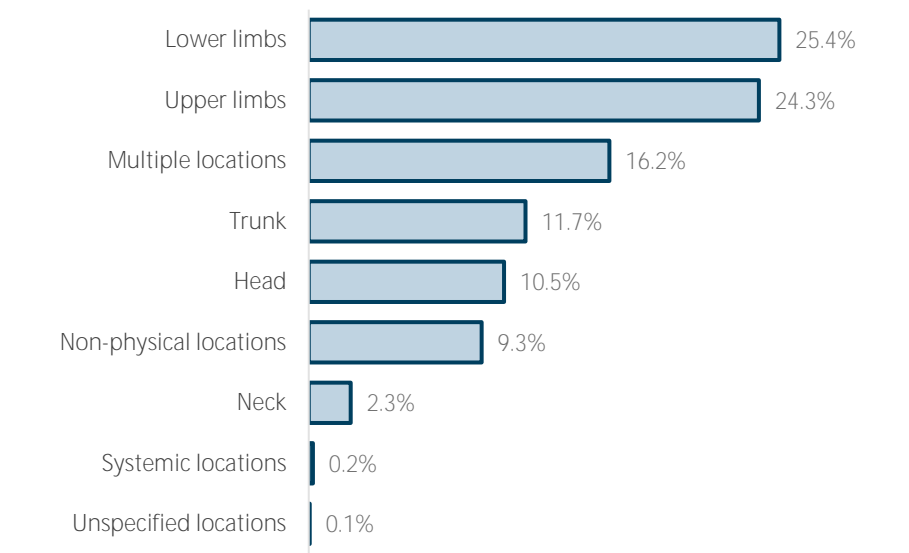
NATURE	2021/22	2022/23	2023/24	2024/25p
Traumatic joint/ligament & muscle/tendon injury	706	845	842	827
Wounds, lacerations, amputations & internal organ damage	296	294	352	395
Fractures	158	162	201	205
Mental diseases	99	170	146	169
Intracranial injuries	47	54	73	83
Musculoskeletal & connective tissue diseases	44	48	79	76
Other injuries	24	23	16	18
Burn	11	10	14	14
Respiratory system diseases	3	6	6	12
Digestive system diseases	4	2	6	4
Infectious & parasitic diseases	8	3	0	2
Nervous system & sense organ diseases	5	6	6	2
Other claims	4	1	0	2
Neoplasms (cancer)	0	0	0	1
Circulatory system diseases	0	1	1	1
Skin & subcutaneous tissue diseases	1	1	3	1
Injury to nerves & spinal cord	0	0	1	0
Other diseases	2	0	0	0
Total claims	1,412	1,626	1,746	1,812

Sprains and strains (traumatic joint/ligament and muscle/tendon injury) continued to be the leading type of injury for claims lodged in the Education and training industry (45.6%), and showed the same pattern to the overall scheme (48.8%) in 2024/25p.

Lost-time claims by bodily location of injury/disease

LOCATION	2021/22	2022/23	2023/24	2024/25p
Lower limbs	404	437	487	460
Upper limbs	356	411	449	440
Multiple locations	211	232	242	294
Trunk	178	188	217	212
Head	124	155	158	191
Non-physical locations	99	170	146	169
Neck	24	25	43	41
Systemic locations	15	7	4	4
Unspecified locations	1	1	0	1
Total claims	1,412	1,626	1,746	1,812

Lost-time claims proportions by bodily location of injury/disease 2024/25p

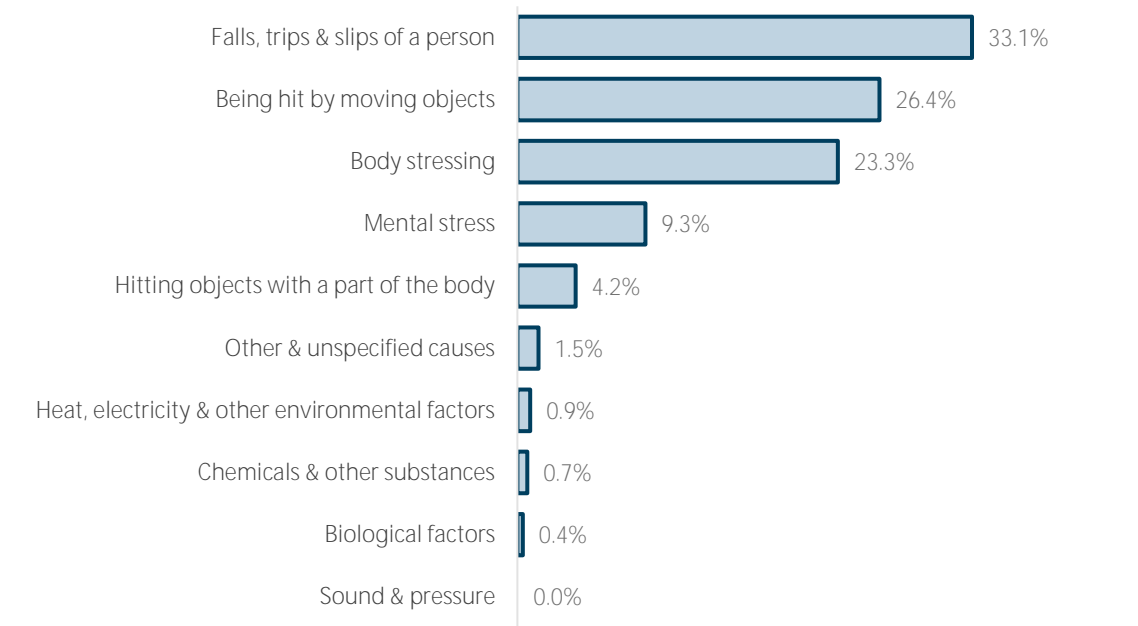


Upper and lower limb injuries accounted for around 49.7% of total claims lodged in 2024/25p.

Lost-time claims by mechanism of incident

MECHANISM	2021/22	2022/23	2023/24	2024/25p
Falls, trips & slips of a person	528	529	557	600
Being hit by moving objects	373	407	478	478
Body stressing	291	393	419	423
Mental stress	99	170	146	169
Hitting objects with a part of the body	61	82	95	77
Other & unspecified causes	16	7	18	28
Heat, electricity & other environmental factors	14	14	15	17
Chemicals & other substances	16	15	15	13
Biological factors	13	6	3	7
Sound & pressure	1	3	0	0
Total claims	1,412	1,626	1,746	1,812

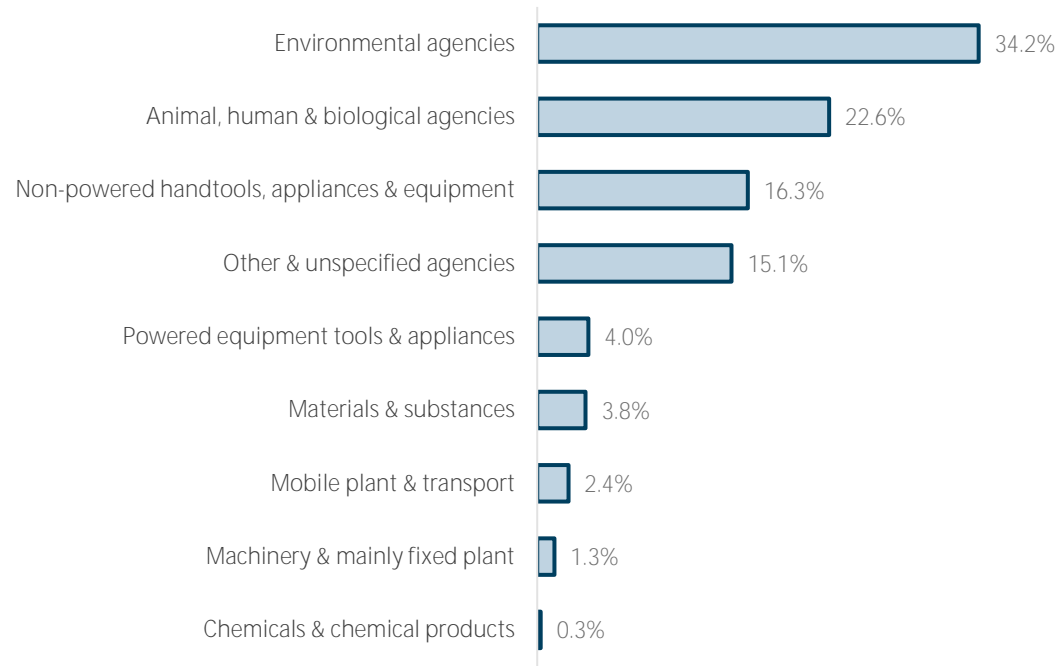
Lost-time claims proportions by mechanism of incident 2024/25p



Lost-time claims by agency of injury/disease

AGENCY	2021/22	2022/23	2023/24	2024/25p
Environmental agencies	524	562	569	620
Animal, human & biological agencies	299	364	412	410
Non-powered handtools, appliances & equipment	244	247	304	296
Other & unspecified agencies	150	247	237	273
Powered equipment tools & appliances	55	71	77	72
Materials & substances	79	82	71	68
Mobile plant & transport	38	27	39	44
Machinery & mainly fixed plant	13	14	25	24
Chemicals & chemical products	10	12	12	5
Total claims	1,412	1,626	1,746	1,812

Lost-time claims proportions by agency of injury/disease 2024/25p



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TERM	DEFINITION / EXPLANATION OF TERM
Act	This report is based on the <i>Workers Compensation and Injury Management Act 2023</i> .
Age	Chronological age (in years) of the worker at the date of injury or disease.
Agency of injury or disease	The object, substance or circumstance that was principally involved in or most closely associated with the circumstances which ultimately led to the most serious injury or disease. A comprehensive list of this classification is available from <i>Safe Work Australia Type of Occurrence Classification System 3rd edition</i> (safeworkaustralia.gov.au).
Bodily location	The part of the body affected by the most serious injury or disease. A comprehensive list of this classification is available from <i>Safe Work Australia Type of Occurrence Classification System 3rd edition</i> (safeworkaustralia.gov.au).
Claimant	A person who lodges a claim in the WA workers compensation scheme.
Claim costs	An estimate of costs for unfinalised claims, and total cost of finalised claims attributed to the year in which a claim was lodged. Due to the evolving nature of claims, data is subject to change particularly the most recent year. Claim costs are not adjusted for inflation.
Claims data	<p>Information pertaining to workers compensation claims is reported to WorkCover WA by approved insurers and self-insurers. Information is collated based on the financial year in which a claim was lodged with the insurer. For the purposes of this report, certain types of claims were excluded:</p> <ul style="list-style-type: none"> ▲ lost-time journey claims between home and work ▲ asbestos-related diseases, including mesothelioma and pneumoconiosis, caused by asbestos exposure ▲ duplicated or disallowed (by an insurer). <p>Due to the evolving nature of claims, data is subject to change particularly the most recent year.</p>
Claim payments	Claim payments are in contrast with claim costs as they do not reflect liabilities incurred but not yet paid. Claim payment information is collated based on the financial year during which payment was made, regardless of when the claim was lodged with the insurer. In this report, claim payments are reported both in adjusted and unadjusted formats. In relation to the former, payments are adjusted for inflation to allow for meaningful comparisons over time.
Days lost	The number of hours off work divided by the number of hours usually worked each day. If the claim is finalised, actual hours off work are used, otherwise if the claim is not finalised, estimated hours off work are used.
Direct compensation	Payments made directly to the worker either by income replacement (payments made for absences from work) or lump sum settlement.
Frequency rate	The number of lost-time claims per million hours worked and indicates the prevalence of workers compensation claims. It is based on the number of hours worked by employed persons in Western Australia as supplied by the Australian Bureau of Statistics.
Industry	Based on the <i>Australian and New Zealand Standard Industrial Classification (ANZSIC) 2006</i> published by the Australian Bureau of Statistics. The ANZSIC system groups together businesses that carry out similar economic activities and structured into a hierarchy of units reflecting different levels of description (abs.gov.au).

EDUCATION & TRAINING

TERM	DEFINITION / EXPLANATION OF TERM
Long duration claims	Workers compensation claims for which the injury or disease results in an absence from work of at least 60 days or shifts.
Lost-time claims	Claims for which the injury or disease results in an absence from work of at least one day or shift.
Mechanism of incident	The action, exposure or event that best describes the circumstances that resulted in the most serious injury or disease. The full list of this classification is available from <i>Safe Work Australia's Type of Occurrence Classification System 3rd edition</i> (safeworkaustralia.gov.au).
Nature of injury or disease	The most serious injury or disease suffered by the worker. The full list of this classification is available from <i>Safe Work Australia's Type of Occurrence Classification System 3rd edition</i> (safeworkaustralia.gov.au).
Occupation	Based on the <i>Australian and New Zealand Standard Classification of Occupations (ANZSCO)</i> published by the Australian Bureau of Statistics. It is a skill-based classification which encompasses all occupations in the Australian workforce (abs.gov.au).
Service payments	<p>Service payments include:</p> <ol style="list-style-type: none">1. medical and hospital payments:<ul style="list-style-type: none">▲ medical practitioner and specialist payments (consultation and treatment expenses rendered by general practitioners and medical specialists)▲ hospital expenses (hospital accommodation and hospital treatment)2. allied health payments:<ul style="list-style-type: none">▲ other treatment and appliance payments (comprises payments made under clauses 17(1)(3), (4), (5) and (6) of Schedule 1 of the Act, other than medical and hospital expenses)3. workplace rehabilitation payments:<ul style="list-style-type: none">▲ workplace rehabilitation payments (comprises payments made under clause 17 (1a) of Schedule 1 of the Act in respect of counselling, occupational training, work assessment, aids and appliances)4. legal and miscellaneous:<ul style="list-style-type: none">▲ legal expenses (comprises the cost of legal advice and representation incurred by approved insurers or exempt employers, witness fees and the costs of these services incurred by the worker where the approved insurer or exempt employer is ordered to meet the costs)▲ miscellaneous (includes general items that do not fit in any other category, for example travelling, meals and lodgings, under clause 19 of Schedule 1).
Worker	<p>Under the <i>Workers Compensation and Injury Management Act 2023</i>, a 'worker' is defined in section 12 and related regulations primarily any person working under a contract of service or apprenticeship with an employer. Additionally:</p> <ul style="list-style-type: none">▲ Certain contractors are also deemed workers if all of the following apply:<ol style="list-style-type: none">1. The work is not in the course of or incidental to a trade or business regularly carried on by the individual in their own name or under a business/firm name.2. The individual does not sublet the contract.3. If the individual employs a worker, they perform part of the work personally4. NDIS support workers are deemed workers if engaged under self-managed or plan-managed arrangements.5. Labour hire workers are covered; the labour hire company is considered the employer.