



FAQ – Self-insurance licence extension

Introduction

In making an application for a licence extension, the University is providing opportunity for staff and their representatives to give feedback and ask questions. The University currently holds a self-insurance licence to manage workers' compensation and rehabilitation under the Safety, Rehabilitation and Compensation (SRC) Act. This licence operates under the regulation of Comcare, along with their regulation of workplace safety under the Work Health and Safety Act 2011. The current licence expires on 30 June 2026.

It is important to note that the granting of an extension will result in no change to ANU staff's rights and obligations should they be injured at work. Further information regarding our current processes can be found on the ANU website at [Workers' Compensation at ANU | Services](#)

Frequently Asked Questions

Q: What is a self-insurance licence and why does the University hold one under the SRC Act?

A: The University commenced as a self-insurer in 2018. Prior to this, the University paid a premium to Comcare to determine and manage claims for workers' compensation. In response to significantly increasing premiums across the Comcare scheme, the University sought a licence to self-insure. An 8-year licence was granted by the Safety, Rehabilitation and Compensation Commission (SRC Commission). The licence provides that the University determine and manage claims for workers' compensation for its staff. Self-insurance allows the University to better support its employees through having claims managers co-located at the University within the Safety and Wellbeing Team. This has improved response times and allows claims managers better understanding of the nature, demands and variety of the roles at ANU.

Q: What is involved in seeking a licence extension?

A: An application must be submitted to Comcare in November 2025, to be considered by the SRC Commission at their meeting in March 2026. Once made, the application for extension will appear on the SRC Commission website to ensure a transparent and open process and allow other third parties the opportunity to review and comment on the application. Submissions can be made up to 4 weeks prior to the commission meeting in March 2026. Comcare conducts ongoing monitoring, analysis and evaluation of our claims management, rehabilitation performance, and health and safety preventative processes through audits and regular reporting. Performance data is reported to Comcare on a monthly basis. The SRC Commission will consider past performance in deciding whether to grant an extension. The Commission must be satisfied that:

- ANU has sufficient resources to fulfil the obligations and responsibilities under the licence.
- ANU has the capacity to ensure claims will be managed in accordance with standards set by the Commission for claims management.
- Approval and issue of the licence will not be contrary to the interests of ANU staff.
- ANU has the capacity to meet standards set by the Commission for the rehabilitation and work health and safety of its staff.

Q: Who decides on the approval of extension of licence?

A: The Commission decides if an extension of licence is granted, taking into account Comcare's recommendation and assessment of the application and past performance of the University as a self-insurer.

Q: For how long will the licence be extended?

A: The University will seek an extension of licence from 1 July 2026 to 30 June 2034. The maximum extension period is 8 years. However, a shorter period may be granted by the Commission.

Q: When and how will the University receive advice on the outcome of the application for licence extension?

A: The SRC Commission will advise the University of the outcome of the application following their March 2026 meeting. Should the Commission have questions or require further information they may request this information and then consider the application further at their June 2026 meeting. The Commission will also publish the notice of extension on the Commonwealth Gazette including the start date and end date of the licence extension.

Q: How has the University performed during our current licence period?

A: During this licence period, claims management services have been provided by Comcare under a contract arrangement. Two Comcare claims managers are co-located at the University within the Safety and Wellbeing team. This enables the University access to Comcare's considerable resources, technical specialists, and training. This allows the University to focus on prevention initiatives, and rehabilitation of staff in the event of injury/illness. The University has met each target set by the Commission for the 7 Licensee Key Performance Indicators (listed below) in the majority of reportable quarters since the commencement of self-insurance.

LKPI 1 – Number of notified fatalities

LKPI 2 – Number of compensated fatalities

LKPI 3 – Incidence of accepted claims per 1000 FTE

LKPI 4 – Incidence of claims reaching one week incapacity per 1000 FTE

LKPI 5 – Return to Work rate

LKPI 6 – Timeliness of determination of new claims

LKPI 7 – Timeliness of decisions on requests for reconsideration

For the most recent external audits undertaken by Comcare (during the 2023/24 financial year) the University achieved the following outcomes:

WHS (prevention) system – 93% conformance

Claims Management system – 91% conformance

Rehabilitation system – 89% conformance

Q: How will a licence extension affect me?

A: There will be no change to existing arrangements which have been in place since 1 July 2018.

Q: How can I provide feedback on the license extension or any other aspect of workers' compensation processes?

A: Feedback, comments, and any questions can be emailed to workerscomp@anu.edu.au.