

Change • Challenge • Opportunity

Injury & Disability Schemes Seminar



12 - 14 November 2017 • Sofitel • Brisbane



**Actuaries
Institute**



The Future of workers' compensation

Lisa Simpson



Agenda

- Demographic and workplace changes
- Health landscape changes



Ageing Workforce

Population and workforce are getting older and the mix is changing



Industries of the Future

Highest growth in healthcare, with some negative growth in mining and manufacturing

Workforce of the future

Casual & Self-Employed Workforce

Higher proportion of casual workers in the workforce, from faster growing industries. Increasing rates of working from non-traditional workplaces

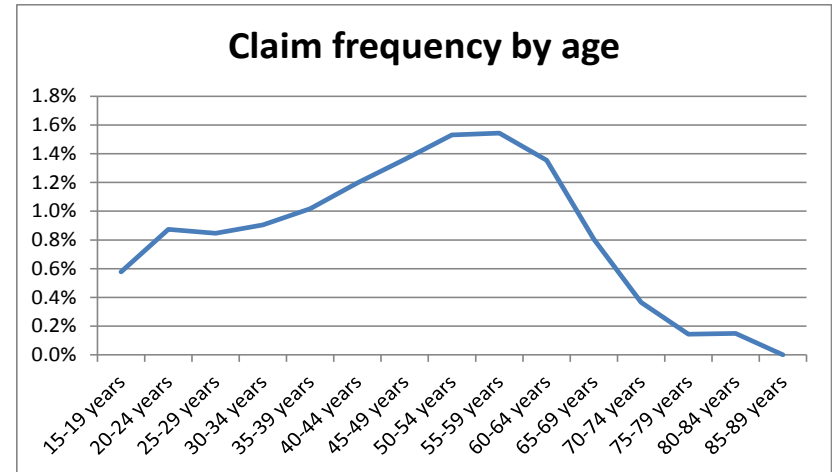
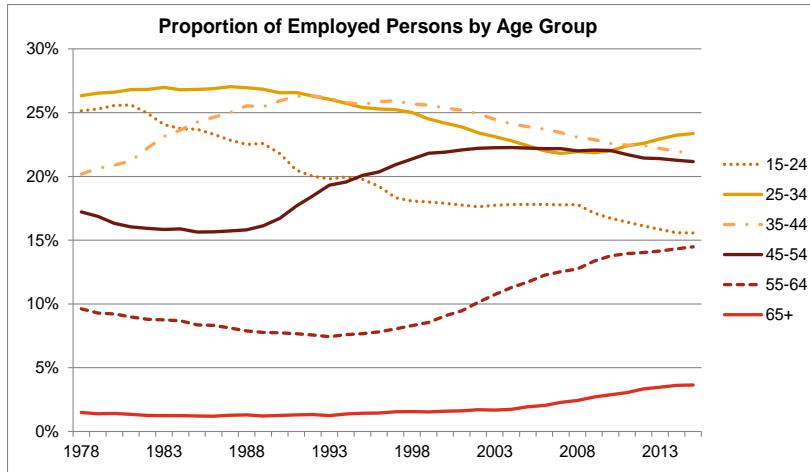


Other Outlooks

Growth in higher skilled professions, in less labour intensive jobs. Automation due to technology

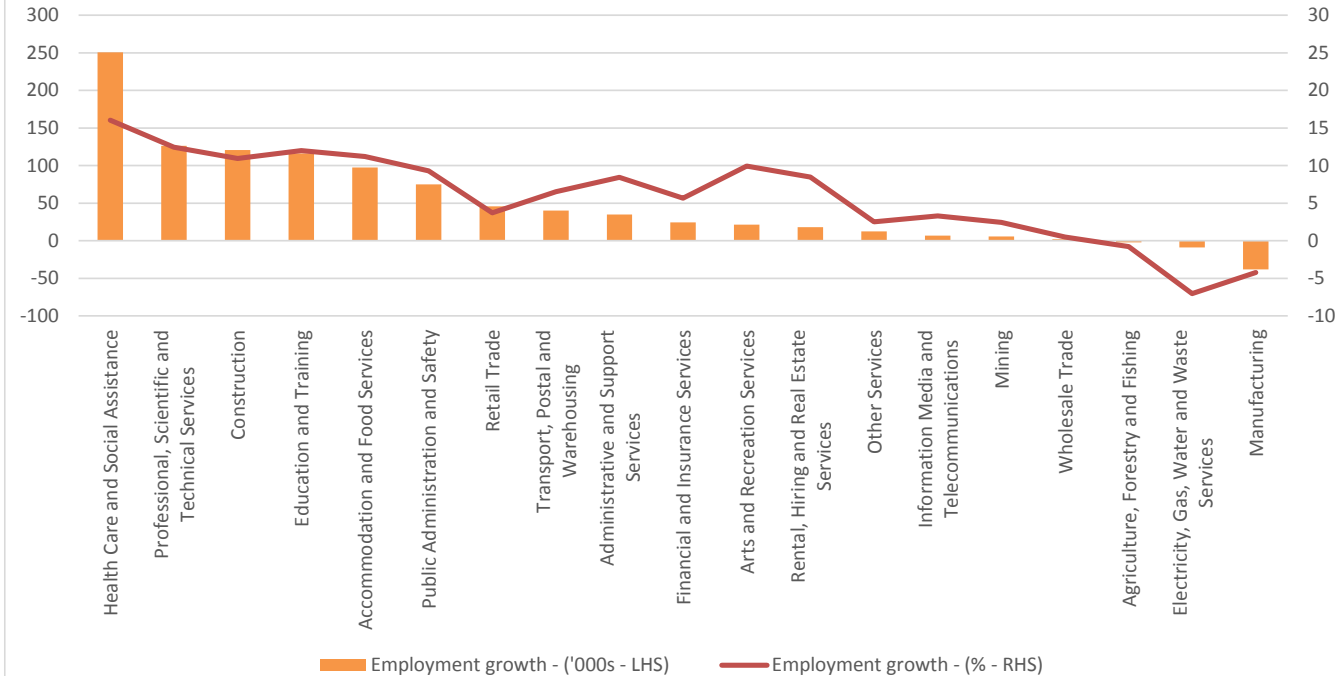


Aging workforce





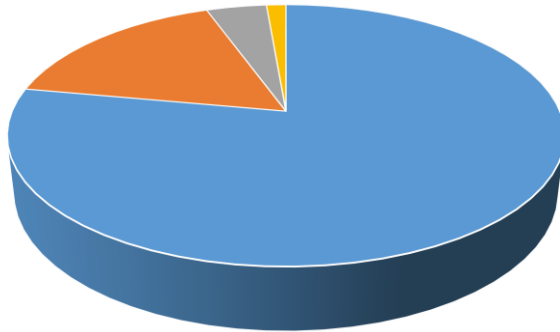
Projected Employment growth by industry to 2022 Australia





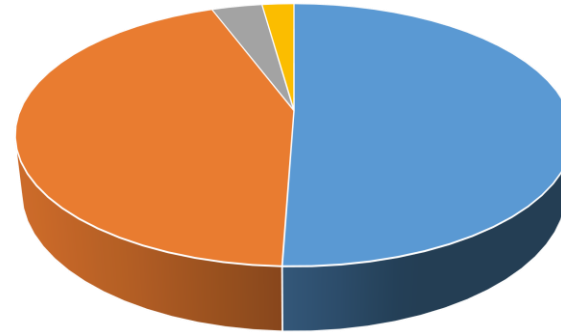
Casualisation of workforce

Men



■ Employed Full ■ Employed Part ■ Looking Full ■ Looking Part

Women



■ Employed Full ■ Employed Part ■ Looking Full ■ Looking Part



Impacts

- Consideration of the product design and coverage.
- Closer partnership with Commonwealth and State government authorities, to take a more integrated approach to retraining options in light of the changing mix of skills and jobs, and global competition
- Continuing to find innovative and flexible ways to incentivise return to work, where there are multiple employer-employee relationships including higher levels of self-employment
- Greater consideration of the person's life situation, availability of other insurance and welfare supports, and the whole-of-government impact of the person being out of work.



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Primary health care

- Engages patients and carers as active partners in decisions about their health and wellbeing.
- Ensures service and funding models are based on best practice to maximise patients' health improvement, service safety and quality, and allow flexibility.
- Delivers efficient health care, eliminating waste and duplication.
- Ensures potentially avoidable hospitalisations are minimised.
- Facilitates integration and coordination of patient care across care settings and support health care professionals to work as multidisciplinary teams.
- Encourages all primary health care professionals to work to their full scope of practice.
- Supports the collection, reporting and use of primary health care outcome measures.