

Summary of Crossbench Proposal

Whole Person Impairment (WPI) Improvements

Improved WPI thresholds for weekly payments after 130 weeks for workers with psychological injuries.

Bill	Proposal
WPI at least 25% from October 2025 WPI at least 31% from 1 July 2026	WPI at least 25% from 1 July 2026 WPI at least 27% from 1 July 2027 WPI at least 28% from 1 July 2029

Improved WPI thresholds for workers with psychological injuries before they can take civil action against their employer.

Bill	Proposal
WPI at least 25% from October 2025 WPI at least 31% from 1 July 2026	WPI at least 25% from 1 July 2026 WPI at least 27% from 1 July 2027 WPI at least 28% from 1 July 2029

Restored WPI thresholds for lump sum payments for workers with psychological injuries.

Bill	Proposal
WPI at least 25% from October 2025 WPI at least 31% from 1 July 2026	WPI at least 15% to continue

Chief Psychiatrist Review

The existing tool for measuring permanent impairment for psychological injuries is widely criticised as outdated and not fit-for-purpose. The Chief Psychiatrist will be required to develop a new tool. A report will be tabled in parliament within 18 months and assessed by the expert panel and select committee, leaving enough time for a new system to commence before the last WPI increase comes into effect.

Insurer Accountability

Before an insurer can dispute compensation in the commission, tribunal or court, the insurer will need to provide a statement from their lawyer verifying that the action has reasonable prospects of success and that the costs of legal action are proportionate to the costs and significance of the case.

Legislative Council/Legislative Assembly Amendments

The Latham/Tudehope amendments moved in the Legislative Council that require proof of intent for sexual harassment, racial harassment and bullying claims and that remove claims for excessive work demands or vicarious trauma to be opposed. The Greenwich amendments that remove retrospectivity for existing claimants and clarify that compensation is not excluded for reasonable management action unless it was the predominant cause of a psychological injury are to be retained in the bill.