



Ordinary Meeting of Council

22 October 2025

**UNDER SEPARATE COVER
ATTACHMENTS**

ITEMS 10.3 AND 10.4

**QUEANBEYAN-PALERANG REGIONAL COUNCIL
ORDINARY MEETING OF COUNCIL**

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QUEANBEYAN-PALERANG REGIONAL COUNCIL

Council Meeting Attachment

22 OCTOBER 2025

ITEM 10.3 HSEQ QUARTERLY REPORT - 1 JULY TO 30 SEPTEMBER
2025

ATTACHMENT 1 STATECOVER ANNUAL GENERAL MANAGERS REPORT



2024-2025 GM REPORT

QUEANBEYAN-PALERANG REGIONAL COUNCIL



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Safety Performance

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- Wellbeing Services

Stay in Touch







Safety performance

Your dedicated safety specialist is partnering with your team to understand your safety performance, goals, and improvement opportunities

WHS self-audit progress

- WHS self-audit status: Not yet complete
- Verification: 2026
- Priority action plan: Not yet complete

Collaboration

- TAP/Nudge – Planning
- TAP/Nudge – Implementation
- Self-Audit Verification

Nudge initiative

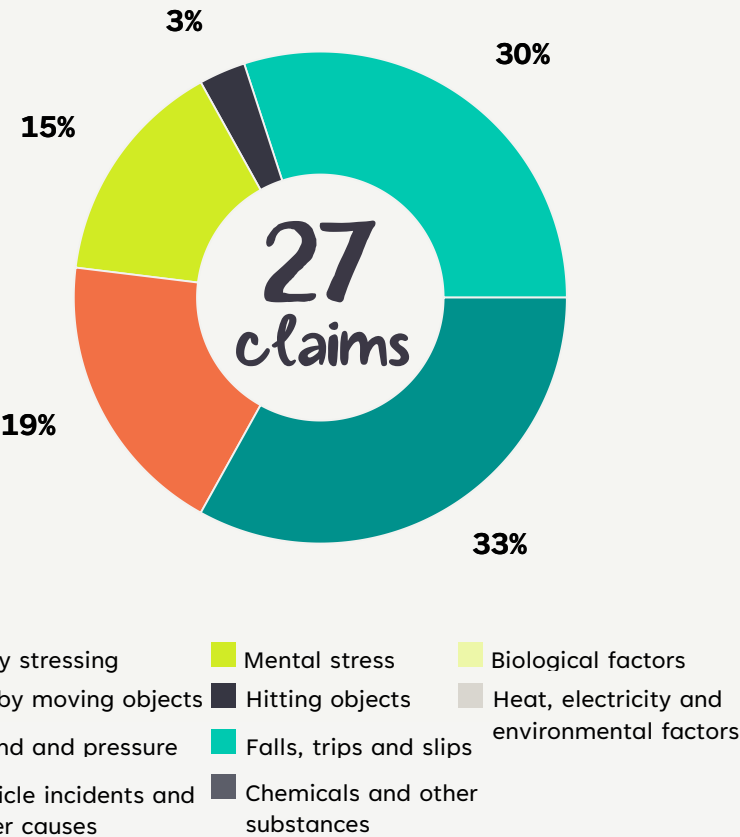
Your organisation is a part of StateCover's Nudge initiative.



Cause of Injury

Physical injuries resulted in 24 claims during 2024/2025.

This accounts for 85% of your total claims.

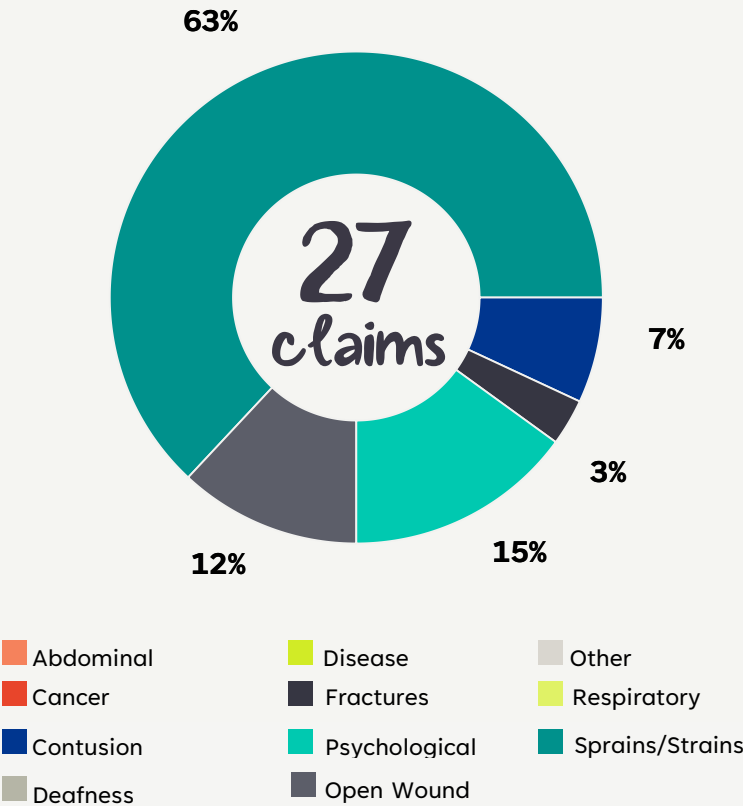


Type of Injury

Understanding the type and proportion of injuries occurring will assist you to target your WHS efforts.

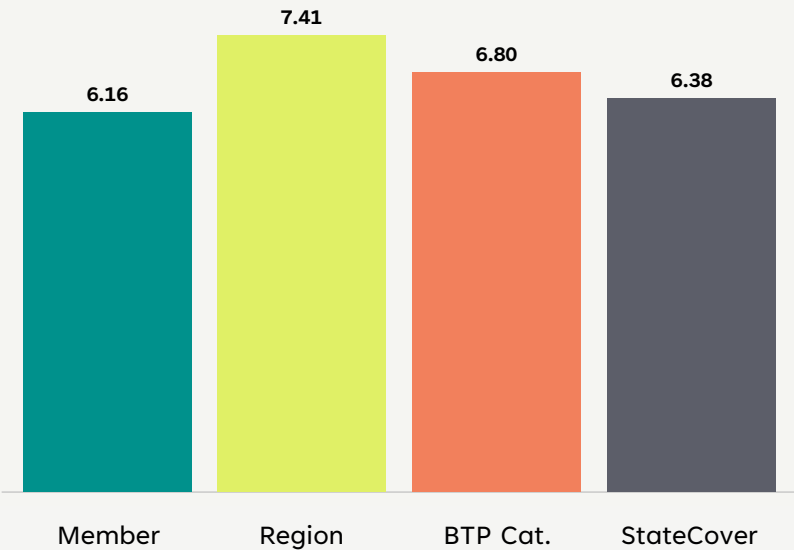
Typically, sprains and strains represent the highest proportion of claims for most Members.

Psychological injuries are the fastest growing cohort of claims across the mutual.

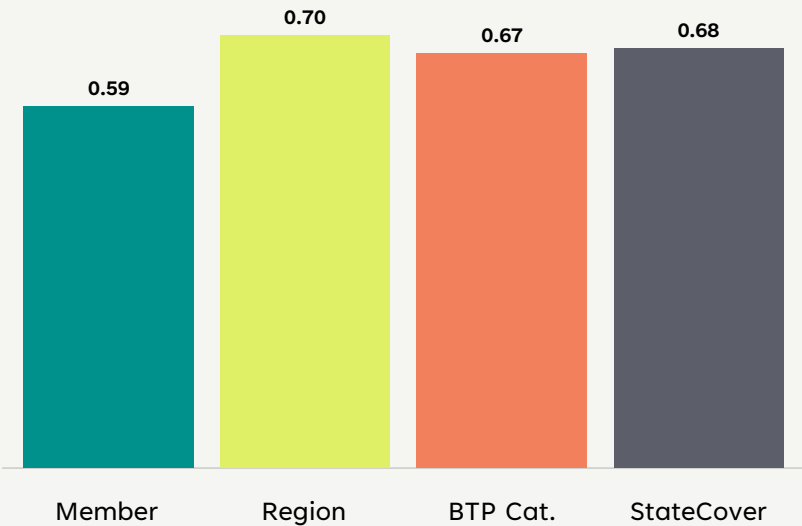


Claim Frequency Comparison

Monitoring claim frequency using employee numbers*



Monitoring claim frequency using Council wages*

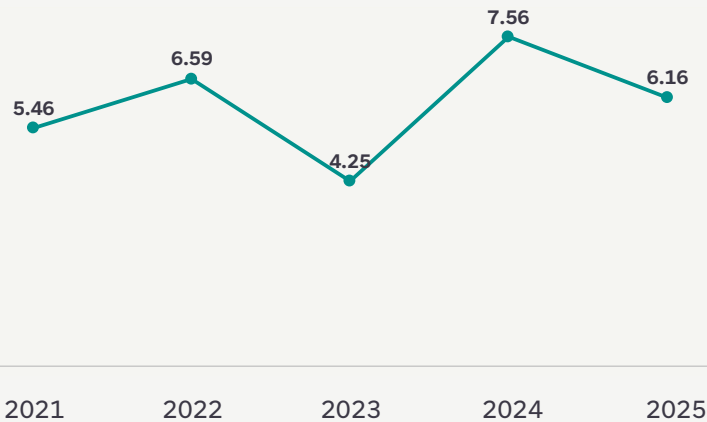


*Claim frequency is calculated as the number of claims lodged relating to injuries in 24/25 per 100 employees and per \$1million of Council wages as declared to StateCover.

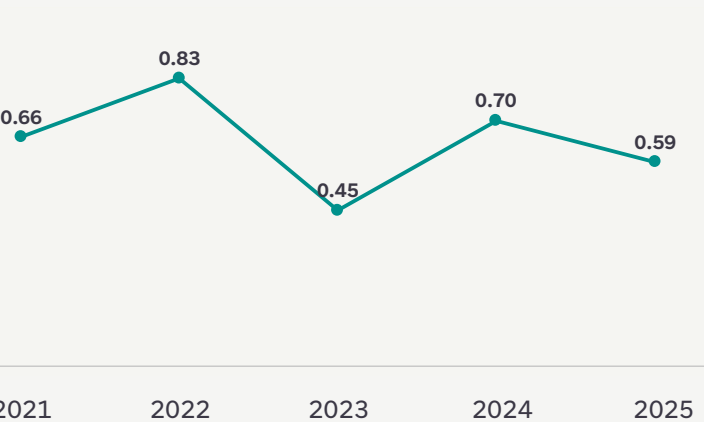
Claim Frequency Trend

Impact of WHS efforts over time: 2021 - 2025

Monitoring claim frequency using employee numbers*



Monitoring claim frequency using Council wages*



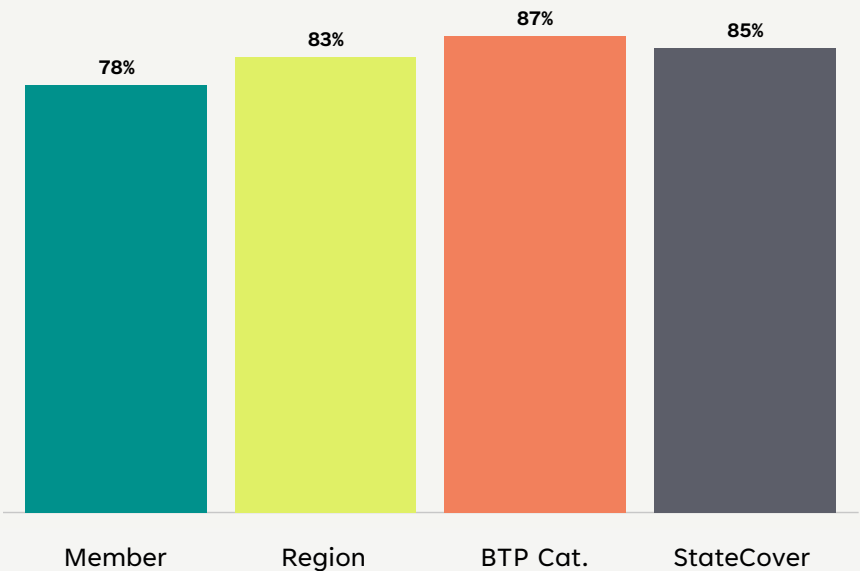
*Claim frequency is calculated as the number of claims lodged relating to injuries in 24/25 per 100 employees and per \$1million of Council wages as declared to StateCover.

Late Reported Claims

Percentage of claims reported to StateCover within 48 hours

Reporting injuries to StateCover within 48 hours of Council becoming aware of the injury is a legislative requirement.

Prompt reporting allows for early intervention and assists with swift recovery and return to work.



Return to Work Performance

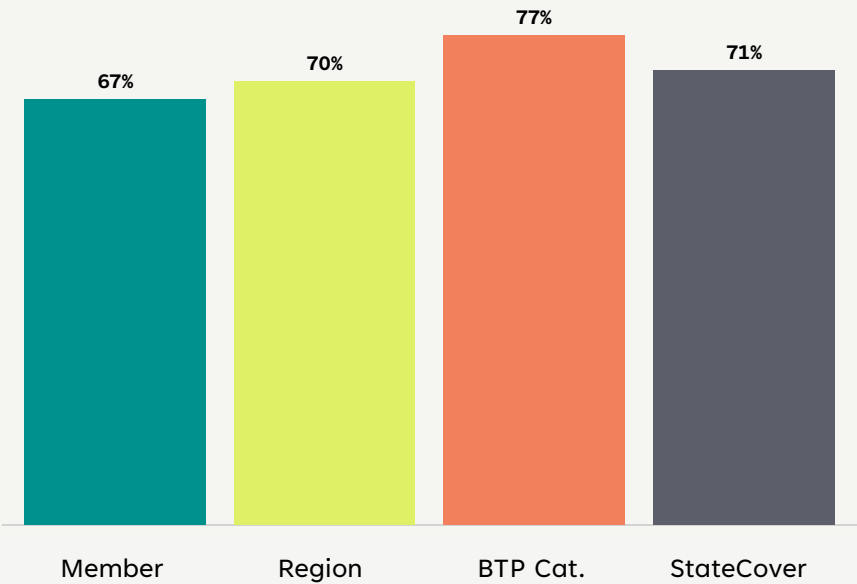
Your Council's average four-week RTW performance in 2024/2025

Number of claims: 27

Number of time lost claims: 15

The return to work (RTW) rate measures the proportion of injured workers who have experienced time loss due to their injury, and have resumed work in any capacity within four weeks from the date the claim was entered into StateCover's system.

The measure is used to demonstrate the overall injury management effectiveness. StateCover adopts a collaborative approach to RTW and understands the mutual benefits that early intervention and returning to work have on a worker's recover and wellbeing, as well as on Council's efficacy.



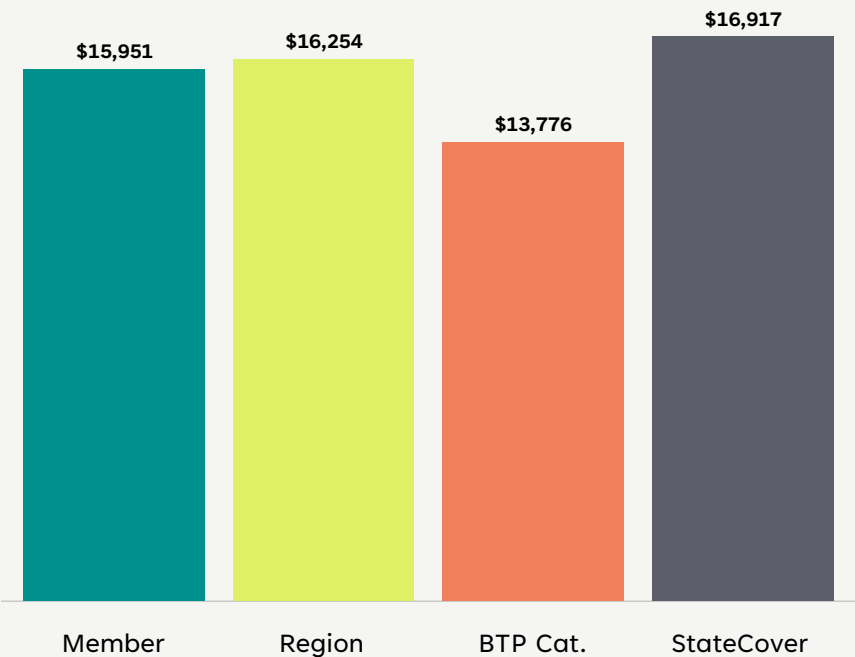
Average Claims Cost

Comparison of your average incurred claims costs in 2024/2025

Claims costs may increase over time as further entitlements are paid, e.g. whole person impairment lump sums or workplace injury damages.

The amount paid on a claim will either directly or indirectly impact Council's premium.

The most effective way to minimise either type of impact is to return the injured worker to work in suitable employment.



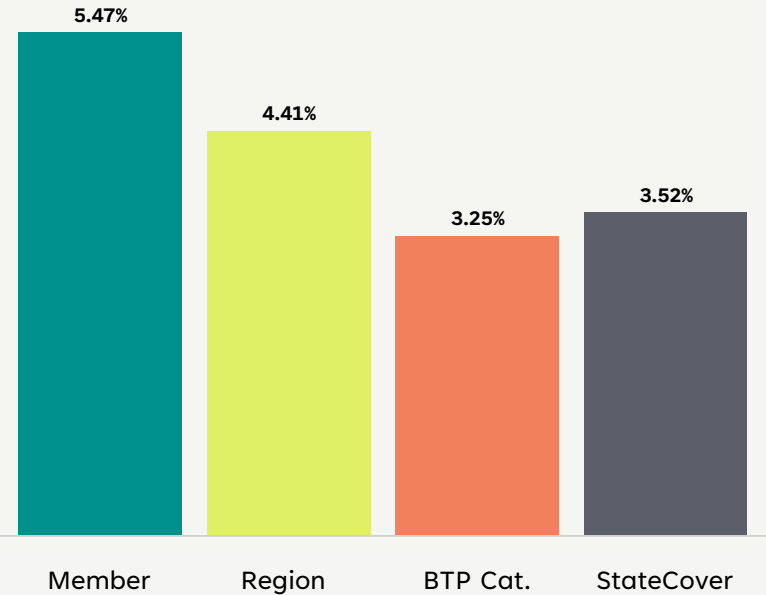


Your Premium

Your premium rate is a blended measure of the risk profile of the Local Government industry, the broader scheme and Council's WHS and return to work performance.

Members can influence their premium through providing a safe workplace and, when a worker is injured, proactively assisting them to recover at work.

Your premium is "experience-rated," with the past three years of specific claim costs impacting the premium payable – the better the experience, the lower the premium.





Safety Services

We know that approximately 60% of claims are caused by hazardous manual tasks, resulting in musculoskeletal injury. We also understand the significant human and financial impact of psychological injury. Our safety specialists are here to help.



Safety Services and programs

StateCover's new safety services and programs focus on addressing injury and claims trends.

- Psychosocial Hazard Management Program
- Hazardous Manual Tasks Program
- WHS Planning and Review Service
- WHS Mentoring Program



Training and resources

A comprehensive range of training programs and resources are available face-to-face or virtually.

- Due Diligence
- Incident Investigation
- WHS Roles and Responsibilities
- WHS Committee
- Contractor Management
- Respect at Work

Return to Work Services

Your dedicated return to work coordinator (RTWC) is uniquely placed to drive RTW performance. StateCover has developed support and training to help them achieve the best possible outcomes.



Job demands analysis (JDA) library

Physical, cognitive, psychological, sensory, and communication demands of specific roles to support return to work.



RTW self audit

A deep understanding of your RTW compliance that supports the development of action plans for identified improvement opportunities.



RTWC training

New training and communities of practice to support Members are coming in 2025-2026.

Wellbeing Services

StateCover's wellbeing services can help your team to develop a strategic approach to wellbeing, promote good health practices, and much more.



Wellbeing strategy consultancy

Our wellbeing specialists are empowered with local government insights, giving them the tools to identify wellbeing priorities. They can work with your team to develop a bespoke wellbeing strategy aligned to your key goals and your people's needs.



Healthy workplace audit

Assess existing policies and procedures to shape your healthy workplace.



Workforce health profiling

Actively identify wellbeing related risks.



Health promotion campaigns

Deliver specific health information that targets known workforce risks.





Taylor Hender

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Keeping your
people Safe, Well
and Working



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QUEANBEYAN-PALERANG REGIONAL COUNCIL

Council Meeting Attachment

22 OCTOBER 2025

ITEM 10.4 PROTECTION OF SOUTHERN GREATER GLIDER - MINISTER
RESPONSE

ATTACHMENT 1 QPRC LETTER TO THE HON PENNY SHARPE, MLC RE
PROTECTION OF THE SOUTHERN GREATER GLIDER



Council ref: 52.5.1

11 September 2025

The Hon. Penelope Sharpe, MLC
Minister for Climate Change, Minister for Energy, Minister for the Environment,
and Minister for Heritage
52 Martin Place
SYDNEY NSW 2000

By email: [REDACTED]

Dear Minister Sharpe,

Protection of the Southern Greater Glider

Tallaganda State Forest provides habitat for the Southern Greater Glider, which is at risk of extinction following significant habitat loss.

After the NSW Environment Protection Agency issued stop work orders to Forest Corporation to cease logging operations in Tallaganda State Forest in August 2023, Council wrote to you requesting an independent scientific survey of Tallaganda State Forest to ascertain the current state of the local greater glider population and the actions needed to prevent the species from going extinct in this location.

Forestry Corporation has suspended logging in Tallaganda but the future of operations remains uncertain, exposing the Southern Greater Glider population to further decline.

Queanbeyan-Palerang Regional Council is requesting an update as to what the State Government is doing to provide permanent protection for the remaining habitat of the Southern Greater Glider in our local government area.

Yours sincerely,

[REDACTED]

Kenrick Winchester
Mayor
Queanbeyan-Palerang Regional Council

CC. [REDACTED] Deputy Chief of Staff, Office of the Hon Penny Sharpe, MLC
Member for Monaro, The Hon Steve Whan, MP

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QUEANBEYAN-PALERANG REGIONAL COUNCIL

Council Meeting Attachment

22 OCTOBER 2025

ITEM 10.4 PROTECTION OF SOUTHERN GREATER GLIDER - MINISTER
RESPONSE

ATTACHMENT 2 RESPONSE FROM THE HON PENNY SHARPE MLC RE
SOUTHERN GREATER GLIDER

OFFICIAL

The Hon Penny Sharpe MLC

Minister for Climate Change, Minister for Energy,
Minister for the Environment, Minister for Heritage,
Leader of the Government in the Legislative Council



Your ref: 52.5.1
Our ref: MD25/5690

Cr Kenrick Winchester
Mayor
Queanbeyan-Palerang Regional Council

By email: council@qprc.nsw.gov.au

Dear Councillor Winchester

Kenrick,

Thank you for your letter on behalf of Queanbeyan-Palerang Regional Council regarding their request for an update on permanent protections for Southern Greater Glider habitat. I appreciate you bringing their concerns to my attention.

Since early 2024, Forestry Corporation NSW (FCNSW) has been required to operate under enhanced protections through a site-specific biodiversity condition (SSBC) for the Southern Greater Glider within Coastal Integrated Forestry Operations Approvals State Forests. Additional protections under the SSBC include targeted nocturnal surveys, exclusion zones around Southern Greater Glider records from these surveys, in addition to existing protections for 'den' trees, and the retention of additional trees important to Greater Gliders.

A targeted monitoring program is being developed to further understand the distribution and population dynamics of Greater Gliders and to investigate the effect of the SSBC on Greater Glider persistence in coastal state forests. This monitoring approach is being developed in collaboration with species experts, under the direction of the Natural Resources Commission.

The Australian Department of Climate Change, Energy, Environment and Water has recently begun consultation on a Draft National Recovery Plan for Greater Gliders. The plan was developed in consultation with subject matter experts and state government agencies. Consultation is open until 19 December 2025.

The Independent Forestry Panel also led consultation on a new Forestry Industry Action Plan. With consultation now closed, the Panel will report to the NSW Government on the best options to balance environmental commitments and sustainable timber supply. More information can be found at www.ipcn.nsw.gov.au/cases/2024/08/independent-forestry-panel.

If Council have any further questions about this matter they can contact [REDACTED], Director, Regulatory Practice & Services, EPA on [REDACTED] or at [REDACTED].

Thank you for taking the time to bring this matter to my attention.

Sincerely

[REDACTED]

Penny Sharpe MLC

Minister for Climate Change, Minister for Energy,
Minister for the Environment, Minister for Heritage

8/10/25

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