

Self Insurers of South Australia Inc

Annual Report 2009–10



In 2010, we are consciously moving away from the long-standing finance and insurance based focus on employers managing risk, to one that more directly emphasises the primacy of employee health and safety and the promotion of optimal return to work outcomes, of which risk management is just one component. Lee-Anne Folkers, SISA Chair

Annual Report 2009-10

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About SISA

The Self Insurers of South Australia (SISA) is an incorporated association that represents South Australia's largest private and public sector employers that are self insured under the Workers Rehabilitation & Compensation Act.

Our membership represents about 36% of the State's employment by remuneration. SISA was first incorporated on the 3rd of August 1984 as the Employer Managed Workers Compensation Association (EMWCA). Although it was known as SISA for many years beforehand, the name was officially changed from EMWCA to SISA in November 2005. On 3rd August 2009, SISA celebrated its 25th birthday.

SISA is recognised as the sole representative organisation for self insured employers. Its objectives include:

- Promoting, developing and supporting the interests of its members by communication and liaison with WorkCoverSA, Government, unions and other organisations in regard to self insurance.
- Promoting excellence in work health and safety and return to work outcomes among its members
- Providing continuously improved services and resources to its members,

Self insurers in South Australia cover a diverse range of industries, including pillars of the State economy such as winemaking, ship building, mining, steelmaking, automotive manufacturing, aged care, banking and utilities. The State public sector is also self insured.

SISA proudly represents the common interests of over one third of the employment of South Australia's working people. It remains a respected and authoritative voice in the governance of occupational health and safety and injury management in South Australia and beyond.

25 YEARS

SISA

SISA celebrated its 25th birthday on 3rd August 2009

Chair's Report

I am pleased to welcome you to the 2009-10 SISA Annual Report, which we have chosen as one of the vehicles to launch our new logo and corporate look. The SISA Executive Committee set our Graphic Designers the task of developing a whole new theme for the association. We are consciously moving away from the long-standing finance and insurance based focus on employers managing risk to one that more directly emphasises the primacy of employee health and safety and the promotion of optimal return to work outcomes, of which risk management is just one component. I think you will agree that this objective has been achieved.

However, corporate image, while important, only reinforces an organisation's professionalism. The organisation's deeds and actions must be the substance by which it is judged. SISA's primary management principle is, and will remain, to present a great value proposition to its members by ensuring that membership fees are returned in the form of services, advice, advocacy and resources.

I think it is fair to say that these days, SISA is a respected voice in the fields of both injury prevention and injury management. Our roles in the community of employer associations within South Australia and in the consultation arrangements of SafeWork SA and WorkCoverSA are well accepted, and the willingness of peak union bodies in the State to engage in dialogue and collaboration on a range of fronts is most encouraging. I think it is incontrovertible that those dedicated to employee safety and well-being have far more to agree on than to disagree.

Our leading role in the National Council of Self Insurers (NCSI) has also proved a success, with that organisation being one of only 3 stakeholders, with only 7 speakers in total, to be invited to address the Safe Work Australia Strategic Issues Forum in Melbourne in March 2010. That meeting had been arranged by Safe Work Australia to discuss the future agenda for the national harmonisation of workers compensation arrangements. Credit must go to our Manager, Robin Shaw, who, through his role as Chair of the NCSI, gave an insightful and forceful presentation and paper to that Forum that has reportedly placed self insurance firmly on the national harmonisation agenda.



During the year, SISA also started exploring potential alliances with like-minded organisations such as the Safety Institute of Australia and the Registered Employers Group.

On a less happy note, we farewelled our popular Office Manager Ngaire Henham, who moved to Queensland in April as her husband has taken up new employment there. We have been fortunate to secure Christine Brown as a replacement. Christine has brought a wide range of skills and disciplines to the role

that will enable the momentum of internal improvement to be maintained.

We also had three of our valued

Executive Committee members step down. Steve Standen stepped down as Chair in early June and Sean Bourke and Stephen Thomas resigned from the Committee in February and April respectively due to changes in employment. I want to pay tribute to Steve's 11 years of firm and wise leadership. Without his contribution, SISA would not be the organisation that it is today. I must also thank Sean and Stephen for their invaluable contributions.

On behalf of the SISA Executive Committee, I must also thank Robin, Ngaire and Christine for their excellent support and advice. Their hard work ensures that the business of the Committee flows smoothly and decisions are well informed and properly risk-assessed.

2010-11 is a year of further promise for SISA as we continue the pursuit of vital improvements to performance evaluation and negotiation of fair exit arrangements after the second disallowance of the discontinuance fee regulation. I think members will agree that they are probably the two prime issues for us, and it is a measure of the status of SISA that we have reasonable prospects for success in both.

We look forward to your support in 2010-11.

A handwritten signature in black ink, appearing to read 'Lee-Anne Folkers'.

Lee-Anne Folkers

Lead Consultant Health & Safety SA, NT & WA, Westpac Group

Manager's Report

I hope that the new SISA logo and corporate image, which forms the design theme for this year's annual report, meets with member approval. Working with Tandem Graphic Design, we have sought a crisp, modern look that will remain relevant for the foreseeable future.

But I fully endorse the words of our Chair - while we want to enhance the professional image of SISA, it is true that worth must always be measured by what it delivers to its members and what it achieves in the broader community.

A year is a long time in this business, and a lot certainly happened in the past year. We have seen the rapid development of a model Bill for nationally consistent OH&S laws, a State election, more transitional effects of the 2008 workers compensation amendments and a continuation of the bumpy economic ride due to global financial developments just to name a few.

Amongst these strategic influences, we at SISA have continued to strive to provide members with best possible services, advocacy and resources. I think it is a sign of our growing capability that we were able to achieve important things in 2009-10:

- The disallowance of the discontinuance fee regulation in the Legislative Council in November 2010. While the regulation was almost immediately restored, we were able to obtain a further disallowance shortly after the financial year ended.
- Pursuing a patient and diplomatic approach to negotiating improvement in the performance evaluation process without risk to the strategic relationship with WorkCover SA.
- Become a major sponsor of the Passports to Safety program, as well as the WorkCoverSA Recovery & Return to Work Awards, the WorkCoverSA annual conference and other events.



The year also saw the departure of our Office Manager, Ngaire Henham after 3 years of loyal service. Ngaire had a great rapport with the members and was responsible for major improvements in our internal management systems. But the departure allowed us to welcome Christine Brown, who has taken to the role with enthusiasm.

Late in the year we farewelled WorkCoverSA CEO Julia Davison and welcomed the incoming CEO Rob Thomson. I have had the opportunity of getting to

know Rob in recent years through my role on the National Council of Self Insurers. The SISA staff and Executive Committee

look forward to forging a constructive and progressive relationship with Rob.

The establishment of equitable exit arrangements that give a balanced result to the Compensation Fund without unduly penalising employers remains firmly in our sights, as does the improvement of performance evaluation.

For SISA itself, the work of improvement continues. 2010-11 will see the completion of the upgrade in our corporate look, our website and IT systems. All in all, we face interesting and challenging times.

In closing, I want to acknowledge the contribution of our outgoing Chair, Steve Standen. Steve has been the guiding hand of our association for 11 years, a remarkable contribution by any standards. To me, Steve has always displayed the best attributes of a Chairman – calm, thoughtful deliberation, an inclusive management style and a crisp, informed approach to decision-making. I have enjoyed working with Steve and his influence will be sorely missed by all.



Robin Shaw
Manager, Self Insurers of SA Inc

Treasurer's Report

The strategic objectives of our financial strategy for 2009-10 were to protect the association's asset base during the aftermath of the global financial crisis through conservative management policies, and to maximise the return to members for their membership fees. I think we have succeeded on both scores.

In the view of the Executive Committee, the SISA asset base has maintained a sound level. It provides us with the flexibility to invest in improving the association's capabilities while retaining sufficient reserves against the time we may need to outlay significant funds for some essential purpose that is vital to our members' interests. This success has also allowed us to keep membership fees and attendance fees at our various functions at the same level for the 3rd year in a row.

No SISA Treasurer's report could be complete without acknowledging the vital role played by our associate members. They make an irreplaceable contribution to our organisation through:

- Sponsorship of meetings and events
- Provision of discounted services to members
- Provision of free or discounted advice and services to SISA
- Provision of free seminars for members on topics of interest

To all of our associate members who have helped us out or just supported us, our profound thanks, and we look forward to continuing this mutually beneficial relationship in 2010-11.



In terms of investment in the capability of the association itself, we have, among other things:

- Further upgraded our IT and communications capability and security
- Commenced the overhaul of our corporate branding, the results of which you will have seen by the time you read this report
- Commenced the transition to an electronic document archiving system.

I must also acknowledge the outstanding work done by both Ngaire Henham and Christine Brown, both of whom have made great contributions by transforming the position of Office Manager into a sophisticated, multi-disciplined role that carries significant delegated responsibilities. Their hard work makes the role of Treasurer less demanding than it would otherwise be.

In 2010-11 we will be looking for the financial climate to improve further, which will take some of the immediate pressure from our management of the SISA asset base. This should open the way for more opportunities for the association to return further value to its members.

A handwritten signature in black ink, appearing to read 'Rob Edwards'.

Rob Edwards

*Manager, Local Government
Association Workers Compensation
Scheme*

SISA Executive Committee 2009-10



CHAIR (TO 5 JUNE 2010)

Steve Standen

SHE Manager, Viterra Ltd



CHAIR (FROM 15 JUNE 2010)

Lee Anne Folkers

*Lead Consultant,
Health & Safety SA, NT & WA,
Westpac Group*



DEPUTY CHAIR

Trish Bowe

*Manager,
Public Sector Workforce Wellbeing,
Dept of Premier & Cabinet*



TREASURER

Rob Edwards

*Manager,
Local Government Association
Workers Compensation Scheme*



MEMBER

Colin Taylor

*General Manager HSE,
Hills Industries Ltd*



MEMBER

Glyn Williams

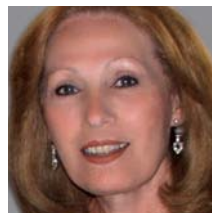
*Manager Risk Services,
Southern Cross Care Inc*



MEMBER

Paul Farmer

*Senior OH&S Adviser,
ECH Inc*



MEMBER

Linda Bogdanov

*Senior Injury Management Advisor,
Electrolux Pty Ltd*



MEMBER (TO APRIL 2010)

Stephen Thomas

*OH&S Manager,
ASC Shipbuilding*



MEMBER

Chris Yiallourous

*Principal Strategy Consultant,
Dept of Health*



MEMBER

Steve Griffiths

*Principal Coordinator Contractor
Safety, OneSteel Whyalla Ltd*



MEMBER (TO FEB 2010)

Sean Bourke

*WOWCare Manager SA/NT,
Woolworths Ltd*



MEMBER

Mark Linke

*OH&S Manager,
Flinders University*

Executive Committee meeting attendance to 30 June 2010

	Meetings ¹	Attended
Linda Bogdanov	11	9
Sean Bourke ²	7	5
Trish Bowe	11	10
Rob Edwards	11	10
Paul Farmer	8	8
Lee-Anne Folkers	11	9
Steve Griffiths	11	9
Mark Linke	8	7
Steve Standen ³	10	6
Colin Taylor	11	8
Stephen Thomas ⁴	9	6
Glyn Williams	11	11
Chris Yiallourous	11	8

¹ For which the member was eligible

² Stepped down February 2010 due to transfer interstate

³ Stepped down June 2010 due to employment change

⁴ Stepped down April 2010 due to employment change

Report on progress against our constitutional objectives

To promote and support the role of self insurer practitioners in performing their functions within the workers' rehabilitation and compensation system, and the occupational health, safety and welfare system.

To provide education and training to full members in regard to occupational health and safety and injury management

Progress in 2009-10:

- Regular flow of advice and guidance to members throughout the year in relation to the ongoing implementation of the 2008 amendments to the Workers Rehabilitation & Compensation Act.
- Feedback on emerging issues provided to meetings of members by WorkCoverSA, the WorkCoverSA Ombudsman, the Convenor of Medical Panels and Deputy President Gilchrist of the Workers Compensation Tribunal.

- SISA seminar in July 2009 – Safety Discovery Before Injury Recovery received excellent feedback from attendees.
- Regular advice to members on the development of the Model Work Health & Safety Bill and associated regulations.
- Continuing the drive for improvements to the performance evaluation process
- Collaboration with WorkCoverSA to keep members informed of key litigation pertaining to the 2008 amendments.

- SISA joins forces with associate members to periodically visit the south-east and iron triangle regions to keep the regionally-based members informed of developments

To provide a united voice for self insurers, and to promote and develop strategies which support the interests of full members.

To be a representative association on behalf of full members' interests with relevant Government agencies and other bodies

To initiate and provide advocacy for change in terms of legislation and best practice

Progress in 2009-10:

- SISA is represented on three statutory committees:
 - Workers Rehabilitation & Compensation Advisory Committee
 - Medical Panels Selection Committee
 - OHS&W Review Committee
- SISA represented on relevant committees and working parties, including:
 - Legislative & Regulatory Consultative Group
 - Employer Stakeholder Group
 - Business SA OHS&S/ workers compensation group
 - SA Unions RTW Fund project steering committee
 - Be Active@Work consultative committee

- Opposition to discontinuance fees maintained, including successful motion in Parliament to disallow the regulation.
- Regular communication with key members of Parliament to discuss legislative and regulatory change.
- Regular meetings with Ministerial and senior WorkCoverSA staff.
- SISA is discussing with WorkCoverSA an independent review of performance evaluation with the goal of improving the value-add of the process.
- SISA Manager re-elected Chair of the National Council of Self Insurers.
- Submissions setting out members' views completed and lodged for:
 - Review of the Code of Conduct for Self Insurers
 - Review of the Workers Rehabilitation & Compensation Regulations
 - Review of aspects of the Occupational Health, Safety & Welfare Regulations and codes of practice
 - The Model Work, Health & Safety Bill
 - Review of the RISE Scheme

To promote occupational health and safety and injury management best practice

Progress in 2009-10:

- SISA Awards have become a key part of the OH&S and injury management calendar, with crossover into the WorkCoverSA RRTW Awards.
 - SISA Award winners have shared their expertise with other employers.
 - Presentations from guest speakers and networking at bi-monthly SISA general meetings
 - Publicised the success of SISA members in the State and National Safe Work Awards and the WorkCoverSA RRTW Awards
 - Certificate IV in Government (Injury Claims Administration) and Claims Essentials courses delivered in conjunction with Innovative Training & Recruitment
 - Significant involvement in the Office of Recreation & Sport's 'Be Active @ Work' project, including membership of the steering committee for the new and highly interactive workplace-based 'be active' health and wellbeing website.
- SISA was represented at, and played a major role in, the WorkCoverSA RTW Fund project selection process.
 - Associate members given opportunities to make presentations to members at general meetings on a range of new products and services designed to improve OH&S and injury management outcomes.
 - Working in collaboration with WorkCoverSA, SISA sponsors a Self Insured Employer Excellence Award as part of the annual Recovery and Return to Work Awards.
 - SISA is a major sponsor of:
 - Passport to Safety
 - The 2010 WorkCoverSA Conference
 - The 2010 Business SA Changes & Challenges Conference.

To provide support to associate members seeking self insured status

To provide a resource of information to associate members where consistent with the interests of self insurers

To provide a resource of information and support to full members

Progress in 2009-10:

- Support provided to members dealing with issues pertaining to evaluation outcomes.
 - Weekly reviews of the Government Gazette and timely advice to members on relevant material.
 - Associate members given opportunities to make presentations to members at general meetings on a range of legal and technical issues
 - Through the National Council of Self Insurers, members are kept informed of developments at the national level and in other jurisdictions
- Advice and information provided to prospective self insurers on request.
 - Prospective self insurers put in touch with members in the same industry for advice and support.
 - SISA website resources continuously improved, with additional information, documents, and services being added.
 - All discussion papers and consultation documents on legislative change or review distributed to members immediately following release, and feedback collated and returned within deadlines.

Full Members – SISA membership as at 30 June 2010

ACH Group Inc	David Jones Ltd	Kimberly-Clark Australia	Tenneco Automotive
Adelaide Brighton Ltd	Department for Correctional Services	Lion Nathan National Foods Ltd	TransAdelaide
Advertiser Newspapers Pty Ltd	Department of Education & Children's Services	Local Government Association Workers Compensation Scheme	Transfield Services (Australia) Pty Ltd
AGL Torrens Island Pty Ltd	Department for Families and Communities	Nyrstar Port Pirie Pty Ltd	United Water International Pty Ltd
Alinta Energy Ltd	Department of Further Education, Employment, Science and Technology	OneSteel	University of Adelaide
ANZ Banking Group Ltd	Department for Transport, Energy & Infrastructure	Origin Energy Ltd	University of South Australia
Arnott's Biscuits Ltd	Department of Health	Pernod Ricard Pacific	Utilities Management Pty Ltd
Arrowcrest Group Pty Ltd	Detmold Group	Philmac	Viterra Ltd
Auspine Ltd	Drake Supermarkets	Public Sector Workforce Relations (DPC)	Westpac Group
ASC Pty Ltd	ECH Inc	Randstad Pty Ltd	Woolworths Ltd
BHP Billiton	Eldercare Inc	Resthaven Inc	
Bluescope Steel	ElectraNet	Holcim (Australia) Holdings Pty Ltd	
Boral Ltd	Electrolux Home Products	Royal Automobile Association of SA Inc	
Bridgestone Australia Ltd	Flinders Ports South Australia	SA Water Corporation	
Bridgestone TG Australia Ltd	Flinders University of South Australia	Samuel Smith & Son Pty Ltd	
Carl Zeiss Vision Australia	Foster's	Santos	
Carter Holt Harvey	Healthscope Ltd	Skilled Group	
Catholic Church Endowment Society Inc	Hills Industries Ltd	Smiths Snackfoods Co	
Clipsal Australia Pty Ltd	Inghams Enterprises Pty Ltd	SMR Automotive Australia Pty Ltd	
Coca Cola Amatil Ltd	Intercast & Forge	Southern Cross Care (SA&NT) Inc	
Coles Group Ltd	Justice Portfolio Services Division	Stamford Hotels & Resorts	
Competitive Foods Pty Ltd			
Constellation Wines Australia			

Associate Members – SISA membership as at 30 June 2010

Advanced Personnel Management	FCE Pty Ltd	Natalie Bottroff & Associates Pty Ltd	SISA membership changes in 2008-09
Anglicare SA	Finlaysons Lawyers	National Risk Solutions	
Applied Innovative Services	ForestrySA	Nicholas Anthony & Associates	Full members
Aurecon Australia Pty Ltd	Fountain & Bonig	PeopleVision	<u>As at 30 June 2009</u> 75
Backcare and Seating	Gallagher Bassett Services Pty Ltd	Personnel Placement Consultants	<u>As at 30 June 2010</u> 73 ¹
Beckmann & Associates	HCG-MLCOA	Pinnacle Workplace Consultants Pty Ltd	Associate members
Bedford Group	Hearing Life	Piper Alderman Lawyers	<u>As at 30 June 2009</u> 67
Bunnings Group Ltd	HSE (Australia) Pty Ltd	Qantas Airways Ltd	<u>As at 30 June 2010</u> 74
Business SA	IFB Integrity Group Pty Ltd	QBE Australia Insurance Ltd	¹ Reduced by the merger of Westpac and St George Banks and the withdrawal of Holden Ltd
Chandler Macleod Ltd	Intelligent People Management	Ramsey Investigation Services	
CHG (Corporate Health Group)	Jardine Lloyd Thompson Pty Ltd	SAI Global Assurance Services	
CRS Australia	Jobfit Health Group Pty Ltd	Smart Health Training and Services	
De Poi Consultancy	Kingswood Investigations Pty Ltd	Sparke Helmore Lawyers	
Department for Further Education, Employment, Science and Technology	Konekt Australia Pty Ltd	T&R Murray Bridge Pty Ltd	
Department of Water, Land & Biodiversity Conservation	Lawson Risk Management Services Pty Ltd	Teys Bros (Naracoorte) Pty Ltd	
DLA Phillips Fox	Liberty International Underwriters	Tindall Gask Bentley	
Donaldson Walsh Lawyers	Little Company Mary Health Care Ltd	Toll Holdings Limited	
Dr Marty Ewer	Medibank Health Solutions	TransAdelaide	
Duddy Shopov	Medical Synergy Group Pty Ltd	Uniting Care Wesley Port Adelaide Inc	
Effective Australia	Medico Legal Assessment Australia Pty Ltd	Verifact Pty Ltd	
EMA Consulting	Minter Ellison Lawyers	Visy Pty Ltd	
Employers Mutual Ltd	MPOT Pty Ltd	Vocational Management Services	
Enable Consultation Services	MS Vocational Services	WCD Workers Compensation Solutions Pty Ltd	
Enterprise Development Network	Myer Pty Ltd	Workrisk Services Pty Ltd	
EReports		Xchanging plc	



2009 Award Winners

SISA thanks the sponsors
of the 2009 Awards

Lead sponsors

Skilled Group
Piper Alderman Lawyers

Supporting sponsors

MLCOA
WorkCoverSA Corporation
Medico-Legal Assessments Australia
Donaldson Walsh Lawyers
Jobfit
Sparke Helmore Lawyers
Southern Cross Care Inc
Wilson People Management
ECH Inc
Applied Innovative Services
Vocational Management Services

CONSOLIDATED APPROACH AWARD

Certificate Of Commendation

Boral Ltd

INJURY MANAGEMENT AWARD

Winner

Southern Adelaide Health Service



INJURY PREVENTION AWARD, UNDER 500 EMPLOYEES

Certificate of Commendation

National Foods Ltd

INJURY PREVENTION AWARD, OVER 500 EMPLOYEES

Winner

OneSteel Whyalla



INJURY PREVENTION AWARD, OVER 500 EMPLOYEES

Certificate of Commendation

Clipsal Ltd

OUTSTANDING EMPLOYEE CONTRIBUTION AWARD

Winner

James Homes, OneSteel Whyalla



OUTSTANDING EMPLOYEE CONTRIBUTION AWARD

Certificates of Commendation

Adrian Martin & Andrew Marshall, Bridgestone Ltd

Sgt Nils Uelendahl, SA Police

Gina Vassiliou, Bank SA

CONTRACTOR MANAGEMENT AWARD

Winner

OneSteel Whyalla



Safe Work Australia and WorkCoverSA Awards

Safe Work Australia Awards 2009-10

SISA congratulates the following members and people who won national awards in 2009-10:

**CATEGORY 2
BEST SOLUTION TO
AN IDENTIFIED
WORKPLACE HEALTH
AND SAFETY ISSUE**

Highly Commended

**Fosters Coonawarra
Vineyard**

**CATEGORY 4
BEST INDIVIDUAL
CONTRIBUTION TO
WORKPLACE HEALTH
AND SAFETY**

**CATEGORY A -
FOR AN EMPLOYEE WHO
DOES NOT HAVE FORMAL
RESPONSIBILITY FOR
OHS MANAGEMENT**

Winner

**Nicola Featherstone,
Adelaide University**

**CATEGORY B -
FOR AN EMPLOYEE
WHO HAS FORMAL
RESPONSIBILITY FOR
OHS MANAGEMENT**

Winner

**Glyn Williams,
Southern Cross Care Inc**

WorkCoverSA Recovery & Return to Work Awards 2009

SISA congratulates the following winners of WorkCoverSA Recovery & Return to Work Awards in 2009:

**WORKER ACHIEVEMENT
AWARD**

Joint Winner

**Matthew Ervin,
Nyrstar Port Pirie**

**EMPLOYER EXCELLENCE
AWARD (SELF-INSURED)**

Winner

Nyrstar Port Pirie

Self Insurer Insolvency Contribution Aggregate (SIICA) Status Report

The Self Insurer Insolvency Contribution Aggregate (SIICA) was previously known as the Exempt Employer Reserve Account (EERA) and the Self Insured Employer Reserve Account (SIERA).

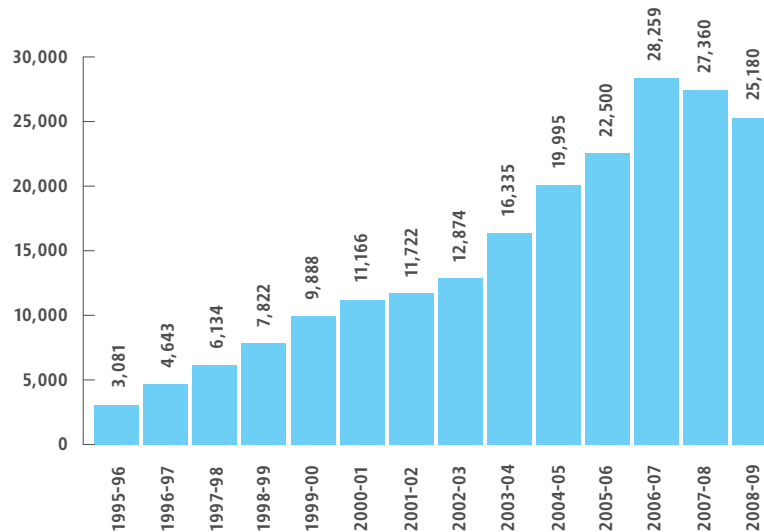
The Exempt Employer Reserve Account originally commenced on 1 January 1996. Its purpose is to protect the WorkCoverSA Compensation Fund from losses stemming from shortfalls in financial guarantees in the event of a self insurer becoming insolvent. It was renamed the SIICA in 2007 after WorkCoverSA revised the arrangements based on legal advice. The aggregate consists of \$2.5 million initially contributed by WorkCoverSA, the accumulated contributions of self insurers and the investment earnings of those contributions.

All self insurers are required to contribute 1% of their notional levy to the SIICA for 10 years after they commence self insurance.

The year on year value of the SIICA is as follows:

EERA/SIERA/SIICA Balances 1996-2008 (\$'000)

Source - WorkCoverSA Annual Reports



The sustained fall in the value of the aggregate at 30 June 2009 was attributed to the ongoing effects of the global financial crisis. The 30 June 2010 balance will not be known until the publication of WorkCoverSA's financial statements in October 2010, however, some recovery of the value is expected.

Did you know?

As at 30 June 2009, WorkCoverSA SA held \$350.6 million in financial guarantees for private sector self-insured employers in addition to the \$25m held in the SIICA.

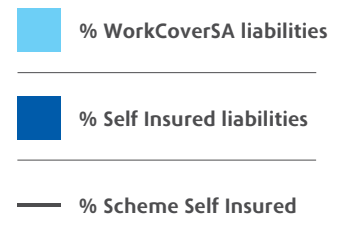
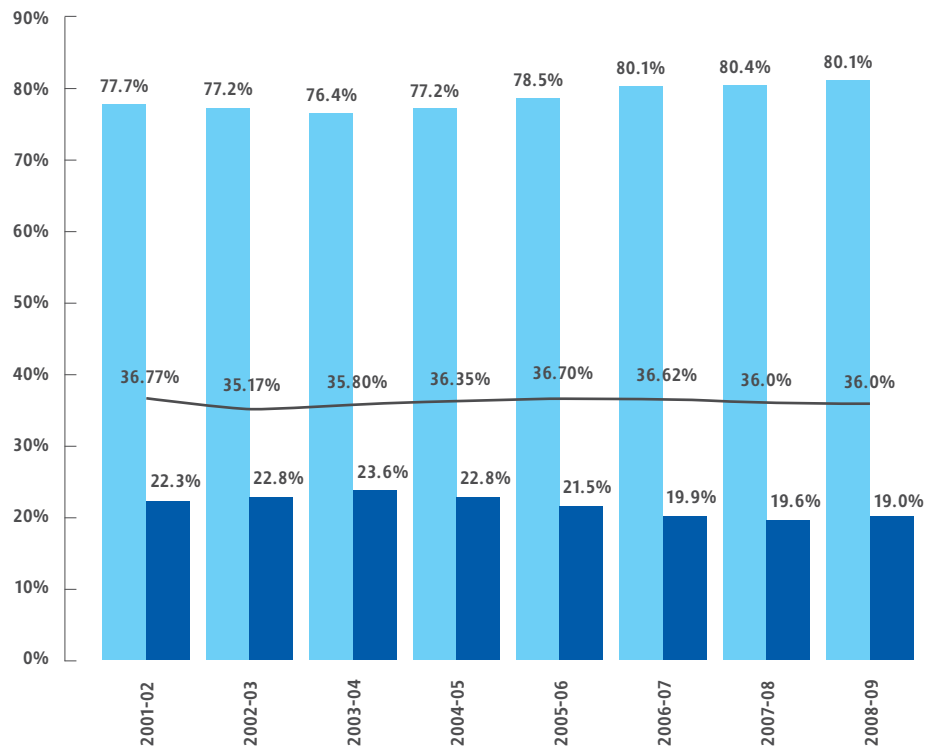
Special Report

Self insured workers compensation claim liabilities as a proportion of total SA workers compensation liabilities

It's fairly easy to say that 'self insurers do it better'. But what evidence do we have to support that? This graph shows the total workers compensation liabilities for South Australia (including the public sector) distributed between the insured and the self insured segments of the scheme. The black line is the proportion of the scheme that is self insured.

If self insurers were performing to the same level as the rest of the scheme, we might expect that our share of the liabilities would be up at the black line. It is obvious that the self insurers have always carried a much lower proportion of the State's liabilities and that that proportion is decreasing slowly. Lower liabilities are indicative of lower injury rates, lower injury severity and better return to work outcomes.

Proportion of total SA workers compensation claim liabilities — WorkCoverSA v Self Insured



But we can cite dollars and statistics until the cows come home. Workplace safety, workforce health and getting people safely and sustainably back to work is a human business, with strong cultural drivers that have to be workplace-driven. This is where we believe that the real strength of self insurance lies.



Self Insurers of South Australia

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www.sisa.net.au