

Self Insurers of South Australia Inc

# Annual Report 2010–11



A sustainable and equitable workers compensation scheme is in everyone's best interests... If we can agree that our objectives are the minimisation of the frequency and severity of workplace injury and disease and keeping people at work after injury or returning them to work as soon as it is safe and sustainable, I don't see a lot else to argue about. We should all be engaging in that conversation, and unity of purpose should be encouraged through inclusiveness and genuine communication. The scheme is not the exclusive preserve of any single organisation.

Robin Shaw, SISA Manager

# Annual Report 2010-11

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# About SISA

**The Self Insurers of South Australia (SISA) is an incorporated association whose members are 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). The name was officially changed from EMWCA to SISA in November 2005. On 3rd August 2009, SISA celebrated its 25th birthday.

In 2010, SISA undertook a major overhaul of its corporate identity, with the adoption of a new logo, corporate colours and theme, emphasising the primary mission of employee health and safety and ongoing employment after injury.

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

- Provision of networking, information, support and guidance to self insurers with regard to:
  - Their rights and obligations under the South Australian workers' rehabilitation and compensation scheme and relevant work health and safety legislation.
  - Events and developments of interest to members.
- Promotion of the highest levels of achievement in work health and safety and return to work both within the SISA membership and to the broader community.
- Ensuring that self insurers' views are known when legislation and policy development are under consideration.
- Provision of continuously improved and competitively priced services and resources to its members.

SISA members cover a diverse range of industries, including pillars of the State economy such as winemaking, ship building, mining, steelmaking, aged care, banking and utilities. The State public sector is also self insured.

SISA is a respected voice in the governance of work health and safety and return to work in South Australia. It also has had a leading role at a national level as Chair of the National Council of Self Insurers since 2007.

# About self insurance

## Self insurance in the context of the South Australian workers compensation scheme means that an employer is granted the right to fund and manage compensation claims made by its own workforce.

Self insurance is a business model that requires careful examination by organisations considering applying, as in some cases it requires considerable investment in resources and management systems in order to reach the minimum standard. When soundly implemented, self insurance can deliver excellent results for employees and their employers.

Self insurance is only possible for organisations that can meet a series of financial criteria and can conform to set standards of work health and safety and rehabilitation and return to work management systems.

In order to be able to determine and manage claims for compensation, the self insurer has certain powers delegated to it under the legislation. The self insurer is in effect an insurer in its own right, because it must fund all workplace injury and disease claims made upon it by its employees. It is also subject to the same review and appeals mechanisms as WorkCover SA.

A self insurer is still subject to regulatory control by WorkCover SA because under the legislation, WorkCover remains the 'insurer of last resort'. All self insurers must, among other things:

- Provide a financial guarantee from an approved financial institution to WorkCover SA and pay a levy into an insolvency fund held by WorkCover SA for a specified period to protect the scheme in the event that a self insurer is unable to meet its liabilities and its financial guarantee falls short.
- Pay an administrative levy to WorkCover (calculated as a percentage of the levy it would have paid had it not been self insured).
- Carry excess of loss insurance.

Grants of self insurance are made by a delegate of the Board of WorkCover SA and can not exceed three years. There are various conditions an employer must meet before self insurance can be granted. After three years, the self insurance grant can be renewed provided the self insurer continues to meet the various conditions and performance standards.

WorkCover has the power to reduce or revoke grants of self insurance where there is a clear failure or refusal to meet the conditions. The Code of Conduct for Self Insured Employers under the WorkCover Scheme contains all of the legislative and policy requirements of all aspects of self insurance, and it can be accessed via [www.workcover.com](http://www.workcover.com) or [www.sisa.net.au/document\\_library.cfm](http://www.sisa.net.au/document_library.cfm).



# Chair's Report

2010-11 was a year dominated by discussion papers, reviews, feedback and deadlines.

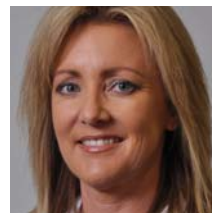
The rapid development of the model Work Health & Safety Bill, Regulations and priority Codes of Practice have kept SISA and many other representative organisations very busy. The large volumes of drafts and discussion papers issued in rapid succession by Safe Work Australia have left many of us wondering why so much time pressure has to be attached to the process. This is surely something that has to be right, rather than done by a specific date. Having nationally consistent work health & safety laws will be a great step forward for Australia, but it would be a great pity if serious unintended consequences flowing from undue haste require all governments to amend their new Acts or Regulations at a later time.

As I write this, the model legislation is in various stages of passage through Federal, ACT and South Australian Parliaments, and versions have already been passed in New South Wales and Queensland, so the process is continuing apace, though its outcome in some jurisdictions remains in some doubt, especially in Western Australia. I think it is generally accepted that the best solution would have been the establishment of a single regulatory regime to cover the whole country rather than retention of the current fragmented approach, which can only serve to blunt the effectiveness of consistent laws. There have also been reservations expressed about the structural approach taken in this process. Development of the model laws has been dominated by the many regulators, with employer and employee associations

given little voice, and OH&S professional bodies none at all that I am aware of other than via public consultation.

Through all of this, SISA has maintained an active role in the review and feedback process at both a State and national level. I think it is also fair to say that SISA members have been some of the best informed employers in South Australia, with a steady stream of timely advice, seminars and updates on the model laws being made available throughout the year. In this regard, I must thank those members who assisted with the review of the draft WHS Regulations and priority Codes of Practice. This large volume of work could not have been done within deadline without them. In particular I must recognise the teams at DFEEST/TAFESA and Ingham's for working through such a large proportion of the material.

I must also recognise the close collaboration of many other organisations that helped to make the South Australian response to the model laws so coherent and consistent. Our thanks must go to SafeWork SA, Business SA, ACCI, Ai Group and a number of industry associations including the Motor Trades Association, SA Wine Industries Association, the Master Builders Association, the Civil Contractors Federation, the Australian Hotels Association and the Housing Industry Association. Space forbids naming them all, but their energetic contributions helped make the SA response an example of collaboration unsurpassed among the States and Territories.



With the development of consistent work health and safety laws well under way, attention is now turning to workers compensation laws. Once again, SISA is on the front line, having been approached, in its role as Chair of the National Council of Self Insurers, by the Australian Chamber of Commerce & Industry (ACCI) to appoint NCSI representatives to the ACCI seats on the advisory groups formed by Safe Work Australia to consider alignment of self insurance, death benefit and permanent impairment provisions as well as arrangements for multi-jurisdiction employers.

This is not to say nothing has been happening at the State level. A number of issues have had

the attention of SISA in 2010-11:

- The referral of member concerns about the performance evaluation process to the Office of the WorkCover Ombudsman.
- The disallowance of a 3rd iteration of the discontinuance fee regulation.
- Proposed revisions to the WorkCover SA stakeholder engagement guidelines.
- Proposals for an experience rating scheme and a retro-paid loss premium scheme.
- The review of the impact of the 2008 amendments to the Workers Rehabilitation & Compensation Act 1986.
- An appearance before the Parliamentary Standing Committee on Occupational Safety, Rehabilitation and Compensation.
- The review of the inspection practices of SafeWork SA.

- The review of Rehabilitation & Return to Work Coordinator training.
- The development of a new Certificate IV level qualification in claims management in conjunction with WorkCover SA and Employers Mutual.
- The proposed Workers Rehabilitation & Compensation (Dispute Resolution) Amendment Bill 2010.
- The Walsh Review of Rehabilitation.

In these and many other matters during the year, SISA has provided its members with the opportunity to express their views and has carried those views forward in its papers, submissions and discussions.

So, if anything, 2010-11 will be remembered as the 'Year of Feedback', and I am sure all members will want to join me in acknowledging the work of Robin and Christine at the SISA office, whose efforts have provided the focal point for another strong year of member service for SISA. Thanks also for the hard work of the Executive Committee members.

Finally, I want to acknowledge the contributions of Glyn Williams, who stepped down from the Executive Committee during the year on his retirement from Southern Cross Care Inc. We wish Glyn a long and happy retirement, though I suspect we will still see him around the place.

**Lee-Anne Folkers**  
Lead Consultant Health & Safety SA,  
NT & WA, Westpac Group

# Manager's Report

Our Chair was spot on in calling 2010-11 the Year of Feedback. So much of our operational time has been spent reviewing masses of documentation and discussion papers, attending meetings and drafting responses that the year itself certainly doesn't seem to have consisted of much else.

That said, I think the year has allowed SISA to demonstrate how far it has come in terms of its ability to disseminate key information quickly and receive input from members. SISA is now a very agile organisation, which has been invaluable in this age of preposterously short deadlines set by some regulators. And it is the members of SISA that deserve most of the credit for that. As I often say, our association is the sum of its parts.

Speaking of short deadlines, I want to also energetically agree with Lee-Anne's questioning of the rationale behind this forcing of pace on things as complex and important as work health and safety and workers compensation. In the workers compensation space, the ill-effects of the absurd rush attached to the 2008 amendments are all too obvious now, with key elements of the amendments still not functioning as intended due to rushed drafting and lack of consultation, review and testing before enactment. We hear the phrase "legislation is being rushed into Parliament" far too often these days. It is a recipe for failure, and those responsible for it must eventually recognise that the pose they strike while doing it is soon lost if the end result is failure and cost to those it affects.

But editorials to one side, the events of 2010-11 have also had a maturing effect on the place of SISA among the network of representative associations

both locally and nationally. Our ability to detect, collect and pass on important, if sometimes obscure, issues and information have earned us a respected place, as have the sophistication and timeliness of our responses to key issues. This has greatly aided the work health and safety collaboration which our Chair rightly points out is unique in Australia.

But there has of course been much else to report. Through our role with the National Council of Self Insurers, SISA has played its part in a range of things, ranging from national-level advisory groups on self insurance to addressing meetings and conferences on a range of topics. In May 2011, I was fortunate enough to be invited to address a conference in Wellington, New Zealand on the Australian experience with various underwriting models in workers compensation schemes. On the same visit, I also addressed the NZ Association of Accredited Employers in Christchurch, with whom we have a growing and useful relationship. Needless to say, visiting Christchurch and talking to the people there placed many issues in a new perspective for me.

At home, SISA has continued its drive to better serve its members via improvements to the website, the development of improved access to competitively priced training, securing reputable and interesting speakers to address our general meetings and so on. I must express my appreciation to the teams at Innovative Training and Recruitment and National Risk Solutions for their efforts to bring quality training to SISA members at competitive prices. Our overall objective is to

ensure that members are seen to receive real returns on their investment in SISA membership.

I must also recognise and thank our sponsors, without whom our organisation could not achieve what it does. In 2010-11 we benefited greatly from the support of major sponsors Skilled Group and Piper Alderman Lawyers for the 2010 Awards Dinner and the well-received OH&S Intensive held in May 2011. There are many others that have also played key roles for us – too many to name here but our grateful thanks to all. Our sponsors are recognised elsewhere in this report.



The coming year will not see a reduction in demand for involvement. The commencement of the work health & safety legislation will be a challenge. The findings of the review of the impact of the 2008 amendments to the Workers Rehabilitation & Compensation Act 1986, (the Cossey Review), are unsurprising, but disappointing in the failure to recognise the errors made in 2008 due to the unrealistic haste I mentioned earlier. Whether or not the year will see the Act back in Parliament for further amendment remains to be seen.

On the relationship front, I think our Chair has illustrated the level of collaboration we have achieved on the work health and safety front and the success that has brought for South Australia.

With regard to workers compensation, our relationship with peer associations is similarly strong. However, with the disbanding of bodies such as the Legislative & Regulatory Consultative Group and changes to the regulatory

communication approach, our ability to provide constructive input to the regulatory process has been minimised. In my view this increases the risk of unintended outcomes such as were seen after the 2008 amendments. We have advised WorkCover SA that we believe that this is a policy that will not be sustainable for the scheme. As long as organisations such as SISA have the knowledge and experience base to constructively suggest improvements to proposals or point out potential unintended consequences without questioning overall objectives, this advice will be ignored at the scheme's risk, and not ours.

A sustainable and equitable workers compensation scheme is in everyone's best interests. As I have said in many places and at many times, we all have far more we can agree on in terms of OH&S and workers compensation than we might disagree on. If we can agree that our objectives are the minimisation of the frequency and severity of workplace injury and disease and keeping people at work after injury or returning them to work as soon as it is safe and sustainable, I don't see a lot else to argue about. We should all be engaging in that conversation, and unity of purpose should be encouraged through inclusiveness and genuine communication. The scheme is not the exclusive preserve of any single organisation.

**Robin Shaw**

*Manager, Self Insurers of SA Inc*

# Treasurer's Report

2010-11 saw the continuation of the association's broad strategy of maintaining a sound asset base of member equity while investing in the further improvement of products and services to SISA members. Underpinning this was the conservative management of members' funds through structured term deposits. The SISA Executive Committee has confirmed its basic financial philosophy of protecting the asset base as a first priority rather than pursuing high-risk high-return strategies.

The year has seen a pleasing increase in the number of Associate Members, many of which make an invaluable contribution to the sustainability of SISA not only through membership fees but also with sponsorship and in-kind support. As Treasurer, I cannot over-emphasise the contributions our Associate Members make to the successful operations of our association.

The result is that SISA retains assets sufficient to meet contingencies related to significant issues that are vital to members' interests while continuing to invest in corporate capability.

Thanks to the continued sound management of the financial affairs of SISA, we have again been able to hold membership fees at last year's levels, the 4th year running that we have been able to do so.



On the governance front, we have improved our internal financial controls by splitting the regular accounting services and external audit, with those two functions now being delivered by separate independent organisations. At the time of writing, we are also conducting a review of all banking and investment arrangements to ensure that SISA members are getting the best possible service and value from them.

As ever, I must thank our Office Manager Christine Brown for her alert and diligent management of the association's financial operations. Christine is always on the lookout for opportunities to improve things, and the regular and efficient flow of information she provides ensures that my role as Treasurer runs smoothly.

What the coming year holds is hard to say, but whatever it brings, SISA members can be confident that your Executive Committee will continue to apply its high standards of diligence to your assets and interests.

A handwritten signature in black ink, appearing to read 'Rob Edwards'. The signature is fluid and cursive.

**Rob Edwards**  
*Manager, Local Government  
Association Workers Compensation  
Scheme*

# SISA Executive Committee 2010-11



## CHAIR

### **Lee Anne Folkers**

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



## DEPUTY CHAIR

### **Trish Bowe**

Director,  
Public Sector Workforce Wellbeing,  
Dept of Premier & Cabinet



## TREASURER

### **Rob Edwards**

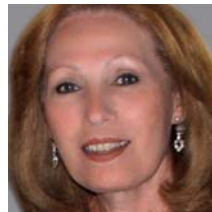
Manager,  
Local Government Association  
Workers Compensation Scheme



## MEMBER

### **Colin Taylor**

General Manager HSE,  
Hills Holdings Ltd



## MEMBER

### **Linda Bogdanov**

Senior Injury Management Advisor,  
Electrolux Pty Ltd



## MEMBER (TO MAY 2011)

### **Glyn Williams**

Manager Risk Services,  
Southern Cross Care Inc



## MEMBER (FROM JUNE 2011)

### **Jim Kleszyk**

Manager Risk Services,  
Southern Cross Care Inc



## MEMBER

### **Stephen Thomas**

Senior Consultant,  
OHSW&IM Services, Uni SA



## MEMBER

### **Paul Farmer**

Senior OH&S Adviser,  
ECH Inc



## MEMBER

### **Chris Yiallourous**

Strategy Consultant,  
Dept of Health



## MEMBER

### **Celeste Collins**

Self Insurance Manager,  
Skilled Group



## MEMBER

### **Gordon Hotchkins**

OH&S, Manager RAA of SA Inc



## MEMBER

### **Stewart Allan**

OH&S Manager,  
Flinders University



## MEMBER (TO JULY 2010)

### **Mark Linke**

OH&S Manager,  
Flinders University

## Executive Committee meeting attendance to 30 June 2011

	Meetings <sup>1</sup>	Attended
Stewart Allan <sup>2</sup>	8	7
Linda Bogdanov	11	9
Trish Bowe	11	7
Celeste Collins <sup>2</sup>	8	5
Rob Edwards	11	9
Paul Farmer	11	9
Lee-Anne Folkers	11	8
Steve Griffiths <sup>3</sup>	3	1
Gordon Hotchkins <sup>2</sup>	8	4
Jim Kleszyk <sup>4</sup>	1	1
Mark Linke <sup>5</sup>	1	0
Colin Taylor	11	8
Stephen Thomas <sup>2</sup>	8	5
Glyn Williams <sup>6</sup>	10	10
Chris Yiallourous	11	8

<sup>1</sup> For which the member was eligible

<sup>2</sup> Elected at Oct 2010 AGM

<sup>3</sup> Stepped down at Oct 2010 AGM

<sup>4</sup> Nominated by Southern Cross Care to replace Glyn Williams as of June 2011

<sup>5</sup> Stepped down August 2010 due to employment change

<sup>6</sup> Retired May 2011

# Report of progress towards our constitutional objectives

The SISA constitution sets objectives for the Association. Here is a report on our progress under the objectives.

## To be the recognised representative body for self insurance in South Australia.

2010-11 saw the further emergence of a change in the way WorkCover SA consults with self insurers. More information is being provided directly to and gathered from self insurers by WorkCover SA, with SISA being regarded as a single voice in that process alongside those of its members.

Nevertheless, SISA remains the recognised representative body for its Full and Associate Members, being listed as part of the definition of 'industrial association' in section 3 of the Act and having entitlement to representation on the Workers Rehabilitation and Compensation Advisory Committee under section 7 of the Act.

SISA also has a recognised presence on various committees and working groups and represents South Australian self insurers on the National Council of Self Insurers.

## To provide networking, information, support and guidance to self insurers with regard to:

- Their rights and obligations under the South Australian workers' rehabilitation and compensation scheme and relevant work health and safety legislation.
- Events and developments of interest to members.

SISA has developed a comprehensive system for providing its members with timely and topical information and advice on emerging issues, and the collection of members' views on those matters. Issues covered in 2010-11 include:

- Model Work Health & Safety Act, Regulations and Codes of Practice
- Proposed amendments to the Workers Rehabilitation & Compensation Act 1986
- Important amendments to the Commonwealth Social Security Act
- News and reports published by various regulators
- Research projects and reports
- Interpretive information on technical matters such as the requirement for fire extinguishers in fleet vehicles

- Legislative and regulatory reviews
- Consultation and discussion papers issued by regulators
- Emerging products and technology in relevant fields
- Conferences and seminars
- Assessment and Rehabilitation of the Patient with Chronic Musculoskeletal Disorders of Doubtful Severity (FCE Adelaide)
- Early Intervention: Philosophy, Strategies & Results (Smart Health & Training & Electrolux)
- Protecting your Employees on the Road (Centre for Automotive Safety Research)

SISA also runs bi-monthly general meetings to update members on developments and provide speakers on a range of informative and up-to-date topics. In 2010-11 these included:

- Hear Well, Be Safe (Hearing Life)
- Problems with Provisional Liability (WorkCover Ombudsman)
- Appropriate Referrals For Medico-Legal Allied Health Assessments (Smart Health & Training)
- The Criminalisation of our OHS Laws (Sparke Helmore Lawyers)
- Developments in the national workers compensation agenda (SISA)
- Drugs, Alcohol and the Workplace (Piper Alderman Lawyers)
- Job Matching for Productive Sustainable Employment (The Job Bureau & Job Fit Systems International)
- Managing Fatigue-Related Risk (Centre for Sleep Research, University of SA)

# Report of progress towards our constitutional objectives (continued)

## **To be a financially strong and growing association that:**

- **Includes all eligible self insurers in its membership.**
- **Able to represent its members in, and direct its members' funds towards, the development of an environment that is conducive to the role of self insurance in the State's economic and social wellbeing.**
- **Is legally compliant and managed to the required prudential standards.**
- **Is respected by regulators, Government, employer and employee associations.**

In 2010-11, all but two South Australian self insurers were members of SISA.

SISA continuously works to ensure that the role of self insurance generally and its part in the workers compensation scheme is well understood and accepted. For the most part, media commentators and others compare the performance of self insurers favourably with the rest of the scheme. However, SISA is usually at pains to ensure

that it is also well understood that there are fundamental differences between self insurance and the rest of the scheme that make too close a comparison invalid. It is generally acknowledged that self insurance is an important feature of the scheme and aids the scheme by holding a significant segment of high-risk industry out of the levy pool, thus relieving some upward pressure on the average levy rate.

SISA is fully compliant with all relevant legislation including the State Associations Incorporation Act and State and Commonwealth taxation laws. Annual external audits assist in monitoring compliance.

In general, SISA enjoys a relationship of mutual respect with representative associations of all descriptions and with State and Commonwealth regulators. It is regarded as a leader of self insurance at a national level and has held the Chair of the National Council of Self Insurers since 2007.

## **To promote the highest levels of achievement in work health and safety and injury management both within the SISA membership and to the broader community.**

The SISA annual conference Closing the Loop is now well recognised as a quality event with interesting and challenging topics and speakers. It attracts a wide range of industry participants.

Our flagship event in any year is the SISA Awards, at which we celebrate the outstanding achievements of our members and their people in work health & safety and return to work after injury or disease. But celebrating our own achievements is far from the limit of the contribution SISA makes.

We also sponsor and help to judge two of the WorkCover SA Recovery & Return to Work Awards, and are a major sponsor of the annual WorkCover Conference. We also encourage members to participate in the SA Safe Work Awards and their national counterparts, the Safe Work Australia Awards.

SISA also has a developing relationship with other organisations that promote safety and well-being, including the Safety Institute of Australia and the Uni SA Centre for Sleep Research.

## To ensure that self insurers' views are known when legislation and policy development are under consideration.

As mentioned by our Chair earlier in this report, SISA has provided reports and submissions to the following in 2010-11:

- Model Work Health & Safety Bill, Regulations and Codes of Practice.
- The disallowance of a 3rd iteration of the discontinuance fee regulation.
- Proposed revisions to the WorkCover SA stakeholder engagement guidelines.
- Proposals for an experience rating scheme and a retro-paid loss premium scheme.
- The review of the impact of the 2008 amendments to the Workers Rehabilitation & Compensation Act 1986.
- An appearance before the Parliamentary Standing Committee on Occupational Safety, Rehabilitation and Compensation.
- The review of the inspection practices of SafeWork SA.
- The review of Rehabilitation & Return to Work Coordinator training.

- The development of a new Certificate IV level qualification in claims management in conjunction with WorkCover SA and Employers Mutual.
- The proposed Workers Rehabilitation & Compensation (Dispute Resolution) Amendment Bill 2010.
- The Walsh Review of Rehabilitation.

SISA maintains communication with Members of the South Australian Parliament and other peak organisations to ensure that we are in a position to provide input to Parliamentary debates on matters of interest to our members.

We also have the contacts to communicate our views via media outlets such as on-line industry newsletters and the print media.

## To facilitate the delivery of relevant, high quality and cost-effective education and training to self insurers.

SISA has standing arrangements with Innovative Training & Recruitment (ITR) and National Risk Solutions for the delivery of nationally recognised training at a discounted price to SISA members. A wide range of courses is offered in a variety of formats tailored to suit member needs.

SISA has worked intensively with ITR and WorkCover SA during 2010-11 to develop a South Australian version of the Certificate IV in Personal Injury Management (Claims Management), which is likely to become a recognised qualification among the Australian workers compensation schemes. SISA has arranged for 5 members to place people in the WorkCover SA funded pilot course. We are also working with ITR to produce a version of the course that is slightly adjusted to suit the self insured environment, including enhanced distance learning suitability. ITR will also offer Certificate III and Diploma versions as well to allow members to decide which best fits their needs. We anticipate these courses will be available in the first half of 2011-12.

SISA has also provided members with extensive education and up to date information on the development of the model work health and safety legislation throughout the year.

## To provide support and advice to organisations seeking self insurer status under the South Australian legislation.

SISA has provided active support and advice to organisations seeking self insurance during 2011-12. This has included presentations to company staff and management, technical and environmental advice and establishing peer networks for them to allow them to discuss the process with other applicants and self insurers. SISA members are to be congratulated on their willingness to share their experience and expertise with the applicants, who report that they find such advice invaluable.

# The Self Insurer Insolvency Contribution Aggregate

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).

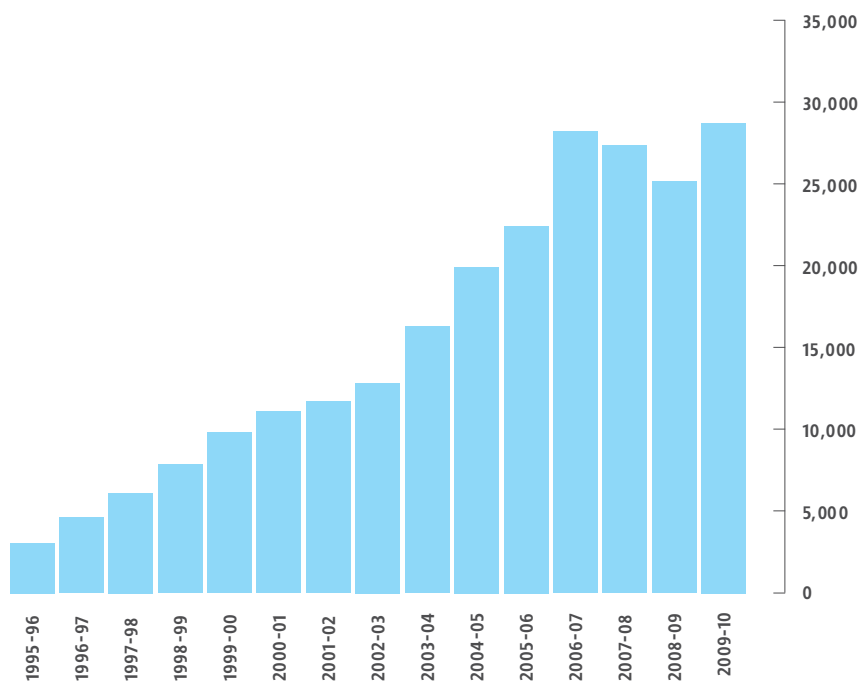
The Exempt Employer Reserve Account commenced on 1 January 1996. Its purpose is to protect the Compensation Fund from losses stemming from shortfalls in financial guarantees in the event of a self insurer becoming insolvent. It was renamed the SIICA in 2007 after WorkCover revised the arrangements based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

## Did you know?

In addition to the SIICA funds, as at 30 June 2010, WorkCover SA held financial guarantees from private sector self insurers totalling \$359.3 million. Public sector self insurers are not required to provide financial guarantees because the Crown acts as its own insurer of last resort. The public sector represents about half of all self insurance in South Australia. Self insurance in total accounts for about 36% of the scheme by remuneration. This means that WorkCover SA is exposed to contingent liabilities from private sector self insurers representing only about 18% of the scheme by remuneration, which is significantly less than the self insurance exposure of the NSW scheme, but more than other schemes.



## Full Members – SISA membership as at 30 June 2011

Accolade Wines Australia Ltd	David Jones Ltd	OneSteel	United Water International Pty Ltd
ACH Group Inc	Department for Correctional Services	Origin Energy Ltd	The University of Adelaide
Adelaide Brighton Ltd	Department for Education & Children's Services	Philmac Pty Ltd	University of South Australia
Advertiser Newspapers Pty Ltd	Department for Families and Communities	Premium Wine Brands Pty Ltd	Utilities Management Pty Ltd
AGL Torrens Island Pty Ltd	Department for Transport, Energy & Infrastructure	Public Sector Workforce Relations	Viterra Ltd
Alinta Energy Ltd	Detmold Group	Randstad Pty Ltd	Westpac Group
ANZ Banking Group Ltd	Drake Supermarkets	Resthaven Inc	
Arnott's Biscuits Ltd	ECH Inc	Royal Automobile Association of SA Inc	
Arrowcrest Group Pty Ltd	Eldercare Inc	SA Health	
ASC Pty Ltd	ElectraNet	SA Water Corporation	
BHP Billiton	Electrolux Home Products	Samuel Smith & Son Pty Ltd	
Bluescope Steel Ltd	Flinders Ports South Australia	Santos Ltd	
Boral	Flinders University of South Australia	Schneider Electric (Australia) Pty Ltd	
Bridgestone Australia Ltd	Gunns Timber Products (Auspine)	Skilled Group	
Building Supplies Group Holdings Pty Ltd	Healthscope Ltd	Smiths Snackfoods Co	
Carl Zeiss Vision Australia	Hills Holdings Ltd	SMR Automotive Australia Pty Ltd	
Catholic Church Endowment Society Inc	Holcim (Australia) Holdings Pty Ltd	Southern Cross Care (SA & NT) Inc	
Coca Cola Amatil Ltd	Inghams Enterprises Pty Ltd	Stamford Hotels & Resorts	
Coles Group Ltd	Intercast & Forge	Tenneco Automotive	
Competitive Foods Pty Ltd	Justice Portfolio Services Division	Toyoda Gosei Australia Pty Ltd	
	Kimberly-Clark Australia	Transfield Services (Australia) Pty Ltd	
	Lion Ltd	Treasury Wine Estates	
	Local Government Association Workers Compensation Scheme		
	Myer Pty Ltd		
	Nyrstar Port Pirie Pty Ltd		

## Associate Members – SISA membership as at 30 June 2011

Advanced Personnel Management	Fox Tucker Lawyers	Pinnacle Workplace Consultants Pty Ltd	<b>SISA membership numbers 2010-11</b>
Anglicare SA	Gallagher Bassett Services Pty Ltd	Piper Alderman Lawyers	
Applied Innovative Services	Gilchrist Connell Lawyers	Qantas Airways Ltd	<b>Full members</b>
Aurecon Australia Pty Ltd	Hearing Life	QBE Australia Insurance Ltd	As at 30 June 2010 <u>73</u>
AW Workwise Pty Ltd	IFB Integrity Group Pty Ltd	Ramsey Investigation Services	As at 30 June 2011 <u>73</u> <sup>1</sup>
Beckmann & Associates	Insight International Consultants	Recovre Group	
Bedford Group	Insite Injury Management	Restored Injury Management	<b>Associate members</b>
Bunnings Group Ltd	Intelligent People Management	SAI Global Assurance Services	As at 30 June 2010 <u>74</u>
Business SA	Jardine Lloyd Thompson Pty Ltd	Smart Health Training and Services	As at 30 June 2011 <u>74</u>
Chandler Macleod Ltd	Jobfit Health Group Pty Ltd	Sparke Helmore Lawyers	
Connect Hearing	Kingswood Investigations Pty Ltd	T&R Murray Bridge Pty Ltd	<sup>1</sup> Will increase to 74 from 1 July 2011 due to the grant of self insurance to LCM Health Care.
Corporate Health Group Pty Ltd	Konekt Australia Pty Ltd	Teys Bros (Naracoorte) Pty Ltd	
CRS Australia	Lawson Risk Management Services Pty Ltd	Toll Holdings Limited	
De Poi Consulting	Liberty International Underwriters	Uniting Care Wesley Port Adelaide Inc	
Department for Water	Little Company of Mary Health Care Inc <sup>1</sup>	Verifact (SA) Pty Ltd	
Department for Further Education, Employment, Science and Technology	Medibank Health Solutions	Visy Pty Ltd	
Department of Environment & Natural Resources	Medical Synergy Group Pty Ltd	Vocational Management Services	
Donaldson Walsh Lawyers	Medico Legal Assessment Australia Pty Ltd	WCD Workers Compensation Solutions Pty Ltd	
Dr Marty Ewer	Minter Ellison Lawyers	WPM Consulting	
Duddy Shopov Lawyers	MLCOA	Workrisk Services Pty Ltd	
Effective Australia	MPOT Pty Ltd	Xchanging plc	
EMA Consulting	MSVS Consultancy		<sup>1</sup> LCMHC was granted self insurance as of 1 July 2011
Employers Mutual Ltd	Natalie Bottroff & Associates		
EReports	National Risk Solutions		
FCE Pty Ltd	Nicholas Anthony & Associates		
Finlaysons Lawyers	People Vision		
ForestrySA			



## Congratulations to the winners of the 2010 SISA Awards

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### BEST INTEGRATED MANAGEMENT SYSTEM FOR WORK HEALTH, SAFETY & RETURN TO WORK

*Winner*

**Foster's Group**

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### EXCELLENCE IN REHABILITATION & RETURN TO WORK SERVICES

*Commendations*

**Arnott's and LGA Workers Compensation Scheme**

*Winner*

**South Australia Police**

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### BEST WORK HEALTH & SAFETY SOLUTION

*Commendation*

**OneSteel Whyalla for the 'Super Billet Improvements'**

*Winner*

**Arnott's for the 'Marlestone Mixing Upgrade'**

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### OUTSTANDING EMPLOYEE CONTRIBUTION TO WORK HEALTH & SAFETY OR RTW

*Commendations*

**Frank Rocchi (OneSteel Whyalla) and Jason Ryan of HWE Mining, nominated by OneSteel Whyalla**

*Winner*

**Greg Miller, Dept of Further Education, Employment, Science & Technology**

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### OUTSTANDING PERSONAL ACHIEVEMENT IN RETURN TO WORK

*Commendations*

**Jason Miatke (Carter Holt Harvey) and Jake Oldfield (Skilled Group)**

*Winner*

**James Sullivan, (Carter Holt Harvey)**

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### OUTSTANDING PRACTITIONER

*Commendation*

**Jenny Jose, nominated by Advertiser Newspapers and Foster's Group**

*Joint winners*

**Rick Santucci (OneSteel Whyalla) and Kim Lawton (South Australia Police)**

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### EXCELLENCE IN SUPPLIER & CONTRACTOR MANAGEMENT

*Commendation*

**Alex Fraser Demolitions, nominated by OneSteel Whyalla**

*Winner*

**Transpacific Services High Pressure Water Blasting Team, nominated by OneSteel Whyalla**

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## Safe Work SA Awards 2010

SISA members continue to do well in the SafeWork SA Awards

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### BEST WORKPLACE HEALTH AND SAFETY MANAGEMENT SYSTEM – PUBLIC SECTOR

*Winner*

**Courts Administration Authority of SA**

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### BEST SOLUTION TO AN IDENTIFIED WORKPLACE HEALTH AND SAFETY ISSUE – PRIVATE SECTOR

*Winner*

**Health Safety Environment Australia Pty Ltd**

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### BEST SOLUTION TO AN IDENTIFIED WORKPLACE HEALTH AND SAFETY ISSUE – PUBLIC SECTOR

*Winner*

**Courts Administration Authority**

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### EMPLOYER OF THE YEAR – PUBLIC SECTOR

*Winner*

**City of Port Adelaide Enfield**

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### BEST INDIVIDUAL CONTRIBUTION TO WORKPLACE HEALTH AND SAFETY – EMPLOYEE

*Winner*

**Frank Naso, Eldercare Incorporated SA**

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### HEALTH AND SAFETY REPRESENTATIVE OF THE YEAR

*Winner*

**Jessica Smith, University of Adelaide**

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### AUGUSTA ZADOW SCHOLARSHIPS

**Valerie O’Keeffe, University of South Australia**

**Jessica Smith, University of Adelaide**

## 6th annual Safe Work Australia Awards

SISA members once again were represented among the recipients of Safe Work Australia Awards in 2010-11

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### BEST WORKPLACE HEALTH AND SAFETY MANAGEMENT SYSTEM – PUBLIC SECTOR

*Winner*

**Courts Administration Authority of SA**

The Courts Administration Authority (CAA) was awarded Best Workplace Health and Safety Management System – public sector for their outstanding work health and safety management system. Health and safety has been integrated across all levels and aspects of CAA including induction, performance management plans, purchasing and contractor management. This has resulted in increased participation and a reduction in incidents across the organisation.

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### BEST INDIVIDUAL CONTRIBUTION TO WORKPLACE HEALTH AND SAFETY – EMPLOYEE

*Highly Commended*

**Frank Naso, Eldercare Incorporated SA**

Frank Naso, a physiotherapist for Eldercare Incorporated, was highly commended for his design of a heavy duty sling to assist staff to roll bariatric residents in bed during their personal care. The introduction of Frank’s sling has minimised the risk of staff injuries and has made residents feel comfortable and safe.

**SISA wishes to thank  
our sponsors for their  
generous support in  
2010-11**

APM

Applied Innovative Services

Bank SA

Business SA

Beckmann & Associates

De Poi Consulting Pty Ltd

Donaldson Walsh Lawyers

ECH

Fox Tucker Lawyers

Gallagher Bassett

Innovative Training and  
Recruitment

InSite

Jobfit

Kingswood Investigations

Konekt

Lawson Risk Management

Medico Legal Assessment  
Australia Pty Ltd

MLCOA

Natalie Bottroff & Associates

Piper Alderman

QBE

QHSE Integrated Solutions

Skilled

Southern Cross Care

Sparke Helmore Lawyers

Vocational Management  
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