



Self Insurers of South Australia Inc

Annual Report 2011-12

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Robin Shaw, SISA Manager

Annual Report 2011-12

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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.

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 in 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 and nationally. 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 commitment in order to reach the minimum standard. When soundly implemented, self insurance can deliver excellent results for employees and employers alike.

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 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 or www.sisa.net.au/document_library.cfm.

Chair's Report

2011-12 saw the continued plethora of consultation and discussion papers, reviews, feedback and deadlines at both State and national levels. If anything, the stiff pace set by regulators in 2010-11 picked up in 2011-12. SISA has been able to demonstrate its corporate agility and resources by preparing feedback and submissions within all nominated deadlines.

The ongoing, sometimes very animated debate of the *Work Health & Safety Bill 2011*, the draft WHS Regulations and priority Codes of Practice have kept SISA and many other representative organisations very busy. The seemingly endless procession of draft documents, discussion papers and other material emanating from Safe Work Australia has continued to concern the SISA Executive Committee. Health and safety law should not be compromised or rushed; there is far too much at stake to take risks. As I wrote last year, 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 results in a need to amend the new Act or Regulations at a later time.



The model legislation has been passed in Federal Parliament and the Parliaments of New South Wales, Queensland, Tasmania, the Northern Territory and the ACT. The outcome in other jurisdictions remains in some doubt, especially in Victoria and Western Australia. I think it is still generally accepted among large employers 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.

The Work Health & Safety Bill 2011 has generated much local debate. Members will be aware that SISA has made a strong case for amendment of the Bill to ensure that the regulator's ability to prosecute is legitimately balanced by the obligation to prove that a person had actual control of a situation. We have also campaigned successfully for the restoration of a person's right against self incrimination in the Bill. Neither of these things will greatly alter the day to day operation of the Bill when it is passed into law, but they will make it consistent with the rest of our criminal law and ensure that the rights and obligations of the parties to a prosecution will be balanced. We strongly believe as an association that the interests of our members demand no less.

There has also been significant activity at the national level in workers compensation, though this has predictably generated somewhat less concrete results due to the inevitable conflicts of interest faced by the State and Territory regulators that dominate the Safe Work Australia structure. SISA has been very active in the space as well representing the Australian Chamber of Commerce & Industry (ACCI) in a range of advisory groups and forums.

I think it remains the case that SISA members are some of the best informed employers in South Australia in safety and workers compensation matters, with SISA providing a steady supply of timely advice and updates.

I also want to acknowledge the ongoing support of the many other organisations that help to make the level of collaboration in South Australia unequalled in Australia. This makes the world of difference when we respond to local and national initiatives. Our thanks to 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, the Housing Industry Association and the Australian Meat Industries Council. Our joint efforts give us a strong voice where it is needed.

A number of operational level issues have also been the focus of SISA efforts in 2011-12:

- The review of the performance evaluation process by the Office of the WorkCover Ombudsman.
- The successful response to the *Workers Rehabilitation & Compensation (Employer Payments) Amendment Bill 2011* that saw a number of items removed from the Bill by the Minister due to lack of prior consultation.
- A new Balancing Payments formula.
- The significant overhaul of the revenue collection provisions of the workers compensation scheme, including the introduction of a retro-paid loss scheme for large employers.
- Submission to the Parliamentary Standing Committee on Occupational Safety, Rehabilitation and Compensation inquiry into the effectiveness of SafeWork SA.
- Participation in the review of the *WorkCover SA-SafeWork SA* memorandum of understanding.
- The pilot run of the Certificate IV level qualification in claims management in conjunction with WorkCover SA and Employers Mutual, and the adaptation of that course to self insurance needs.
- *The Workers Rehabilitation & Compensation (Retirement Age) Amendment Bill 2012.*

SISA endeavours to provide its members with the opportunity to express their views and has carried those views forward in its papers, submissions and discussions.

2011-12 has been a year of challenge and change, and I am sure all members will want to recognise the work of Robin and Christine at the SISA office, whose efforts have provided the focal point for yet another strong year of member service for SISA. Thanks also for the hard work of the Executive Committee members.

Finally, I want to acknowledge my predecessor as Chair, Lee-Anne Folkers, who left the Committee due to a change of employment. I must also note the contributions of Gordon Hotchkins, Chris Yiallourous and Trish Bowe, who all stepped down from the Executive Committee during the year due to work requirements.



Rob Edwards
Chair

Manager's Report

As was the case in 2010-11, much of our operational time at SISA has been spent reviewing masses of documentation and discussion papers, attending meetings and drafting responses. I am pleased to report that SISA met all deadlines for submissions and feedback during the year.

I often say that one of the key performance measures for SISA is to ensure that its members are the best informed employers in the State in the fields of work health and safety and workers compensation. Our ability to disseminate key information quickly and receive input from members is unmatched by other similar associations. SISA is demonstrably an agile organisation, which can swing resources rapidly to meet short deadlines that are habitually set by some regulators. The members of SISA make that possible, and for that I owe them a debt of gratitude. As I never tire of saying, our association is the sum of its parts.



Last year, both the then Chair and I were outspokenly critical of the rationale behind the Governmental and regulatory forcing of the pace on things as complex and important as work health and safety and workers compensation. We noted at the time that in the workers compensation space, the ill-effects of the absurd rush attached to the 2008 amendments were all too

obvious, with key elements of the amendments not functioning as intended due to rushed drafting and lack of consultation, review and testing before enactment. It is was, and remains, 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. I see no reason to change that view, and it may well be that in the coming year, the Government will recognise the problem and address it in a far more measured and inclusive manner than was the case in 2008. If so, SISA stands ready to lend its 26 years of accumulated workers compensation knowledge and experience to the effort.

Through our role with the National Council of Self Insurers, SISA has played a leading part in a range of national-level advisory groups on workers compensation and work health and safety. We have also addressed a range of meetings, seminars and conferences on a range of topics.

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. Our overall objective remains 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 Jacob's Creek for the 2011 Awards Dinner. Sponsors also make it possible to conduct our very popular annual seminar, Closing the Loop as well as our ever-popular golf and well-being day. There are too many sponsors to name here but our grateful thanks to all. Our sponsors are recognised elsewhere in this report.

The coming year will see new challenges and opportunities. The commencement of the work health & safety legislation will probably occur this year. The increasing funding pressure on the workers compensation scheme may well lead to pressure for a deeper review of the *Workers Rehabilitation & Compensation Act 1986* in the absence of any concrete results stemming from the 2008 amendments. Whether or not the year will see the Act back in Parliament for further amendment remains to be seen – Governments are always, and understandably, reluctant to open that Act up in Parliament. But if the scheme is ever to achieve a sound funding balance, it must be returned to the first principles of its design that were so badly compromised in Parliament in 1986. That so few now actually understand what those design principles were, and even fewer recognise that the legislation has carried within itself a fatal flaw since it first became law, is a barrier to deep and lasting improvement. SISA is one organisation that does know and does understand. The challenge is to convince others of it.

I wrote last year, and I repeat, that 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 and its regulator both exist to serve employers and workers. Without open communication and trust, without an inclusive approach to the management of the scheme, the scope for genuine improvement is at best limited.

As I have often commented, the making and enforcement of laws and regulations can't fix everything, and regulators don't know everything. It is a strategic role of SISA to demonstrate that a significant body of professionalism, expertise and knowledge exists outside the regulatory apparatus that could, were there a will to do so, greatly boost the effectiveness of the regulatory systems in safety and workers compensation.

SISA is, and will remain, a tireless advocate of the role its members can and should play.



Robin Shaw

Manager, Self Insurers of SA Inc

Treasurer's Report

The SISA Executive Committee strategy of maintaining a sound asset base of member equity through structured term deposits while investing in the further improvement of products and services to SISA members has paid dividends in 2011-12.

The year has seen heightened demand for high-value services such as legal advice and consultancy in a range of areas pertaining to the work health and safety and workers compensation legislation. While this use of their funds is not always visible to members, it ensures that SISA has a sound and sustainable basis for the cases it makes on their behalf for change and improvement. Without a solid asset base on call, this level of professionalism would not be possible.

We continue to get tremendous and much-appreciated support from our Associate Members, many of which make an invaluable contribution to SISA not only through membership fees but also with advice, sponsorship and in-kind support. As Treasurer, I must acknowledge the very great value of the contributions our Associate Members make to the success of SISA.



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 5th year running that we have been able to do so.

On the governance front, we maintain a diligent and disciplined

financial management system that includes regular external accounting oversight and independent external audit. We regularly review our banking and investment arrangements to ensure that SISA members are getting the best possible prudential service, accountability and value.

Many thanks to 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.

Whatever the coming year brings, SISA members can be confident that your association will continue to apply its customary high standards of diligence in managing your assets and interests.

A handwritten signature in black ink, appearing to read 'L. Bogdanov'.

Linda Bogdanov
Treasurer

SISA Executive Committee 2011-12



CHAIR

Rob Edwards

Manager,
Local Government Association
Workers Compensation Scheme



DEPUTY CHAIR (TO JUNE 2012)

Trish Bowe

Director,
Public Sector Workforce Wellbeing
Dept of Premier & Cabinet



TREASURER

Linda Bogdanov

Senior Injury Management Advisor
Electrolux Pty Ltd



MEMBER (FROM JUNE 2012)

Monica Broniecki

A/Manager, Public Sector Workforce
Wellbeing, Dept of Premier & Cabinet

MEMBER

Colin Taylor

General Manager HSE
Hills Holdings Ltd



MEMBER (FROM JUNE 2011)

Jim Kleszyk

Manager Risk Services
Southern Cross Care Inc



MEMBER

Stephen Thomas

Senior Consultant
OHSW&IM Services, Uni SA



MEMBER (TO JUNE 2012)

Chris Yiallourous

Principal Strategy Consultant
SA Health



MEMBER (FROM JUNE 2012)

Belinda Loh

Manager, Injury Management
Operations SA Health



MEMBER

Celeste Collins

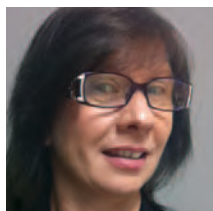
Self Insurance Manager
Skilled Group



MEMBER (TO JULY 2012)

Gordon Hotchkins

OH&S Manager
RAA of SA Inc



MEMBER (FROM JULY 2011)

Nicki Bayet

Senior Manager Workplace Health
& Safety, RAA of SA Inc



MEMBER

Stewart Allan

OH&S Manager
Flinders University



MEMBER (TO OCTOBER 2011)

Paul Farmer

Senior OH&S Adviser
ECH Inc

Executive Committee meeting attendance to 30 June 2012

	Meetings ¹	Attended
Stewart Allan	11	10
Nicki Bayet	8	6
Monica Broniecki	1	0
Linda Bogdanov	11	7
Trish Bowe	10	8
Celeste Collins	11	4
Rob Edwards	11	9
Paul Farmer	3	3
Lee-Anne Folkers	4	1
Gordon Hotchkins	1	1
Jim Kleszyk	11	7
Belinda Loh	1	1
Colin Taylor	11	5
Stephen Thomas	11	10
Chris Yiallourous	11	11

¹ For which the member was eligible

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.

This year was characterised by a continuation of the WorkCover SA consultation policy with regard to self insurers. Information is 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.

However, experience has shown that this does not necessarily deliver an unbalanced environment, since many members so consulted ask SISA for advice and often elect to have SISA respond on their behalf.

SISA is and will remain the recognised representative body for its Full and Associate Members, and has been consulted by other bodies as such, including the Government, State Opposition and industry associations.

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.

Throughout the year, SISA has provided its members with information and advice on emerging issues, and the collection of members' views on those matters. Issues covered in 2011-12 include:

- Model Work Health & Safety Act, Regulations and Codes of Practice
- National level working groups on workers compensation
- Amendments to the *Workers Rehabilitation & Compensation Act 1986*
- Parliamentary inquiry into aspects of SafeWork SA
- News and reports published by various regulators
- Research projects and reports
- Legislative and regulatory reviews

- Consultation and discussion papers issued by State and Federal regulators
- Emerging products and technology in relevant fields
- Conferences and seminars

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 2011-12 these included:

- Challenging the Paradigm – Think outside the box
- Validating Claims: Fact or Fraud
- Fair Work Australia cases on drug & alcohol policies
- Workplace Drug & Alcohol Issues
- How to build an effective HSEC team
- The benefits of employee wellness to your bottom line and beyond
- Back to the Future – Employer Payments under the WRC Act
- Linking Actions to Strategy
- SafeWork SA Complaints Process
- Workplace Violence: A Psychiatric Perspective
- *Work Health and Safety Bill*: Responsibilities, Consequences and Case Studies

To be a financially strong and growing association that:

- Includes all eligible self insurers in its membership.
- Ably represents its members in, and directs 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.

Report of progress towards our constitutional objectives (continued)

In 2011-12, all but four 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. Media commentators and others have on occasion compared the performance of self insurers favourably with the rest of the scheme. However, where this is done, SISA tries to point out 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 premium pool, thus relieving some pressure on premium rates.

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 held the Chair of the National Council of Self Insurers from 2007 to 2012.

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 the WorkCover SA Recovery & Return to Work Awards, and we 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.

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, responses and submissions to the following in 2011-12:

- The SA *Work Health & Safety Bill 2011*, draft WHS Regulations, model Codes of Practice and guidance material.
- *Workers Rehabilitation & Compensation (Employer Payments) Amendment Bill 2011* which resulted in amendments being made to that Bill.
- The review of the impact of the 2008 amendments to the *Workers Rehabilitation & Compensation Act 1986*.
- The Parliamentary Standing Committee on Occupational Safety, Rehabilitation and Compensation inquiry into aspects of SafeWork SA.
- The review of the WorkCover SA – SafeWork SA memorandum of understanding.
- The review of Rehabilitation & Return to Work Coordinator training.

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) 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 once again worked intensively with ITR and WorkCover SA during 2011-12 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. We also worked 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 also offers Essentials, Certificate III and Diploma versions as well to allow members to decide which best fits their needs. All of these courses are now available from ITR.

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 a number of organisations considering or 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. Interest in self insurance seemed to accelerate in the second half of the year coincident with the development of the experience rating and retro-paid loss premium systems by WorkCover SA.

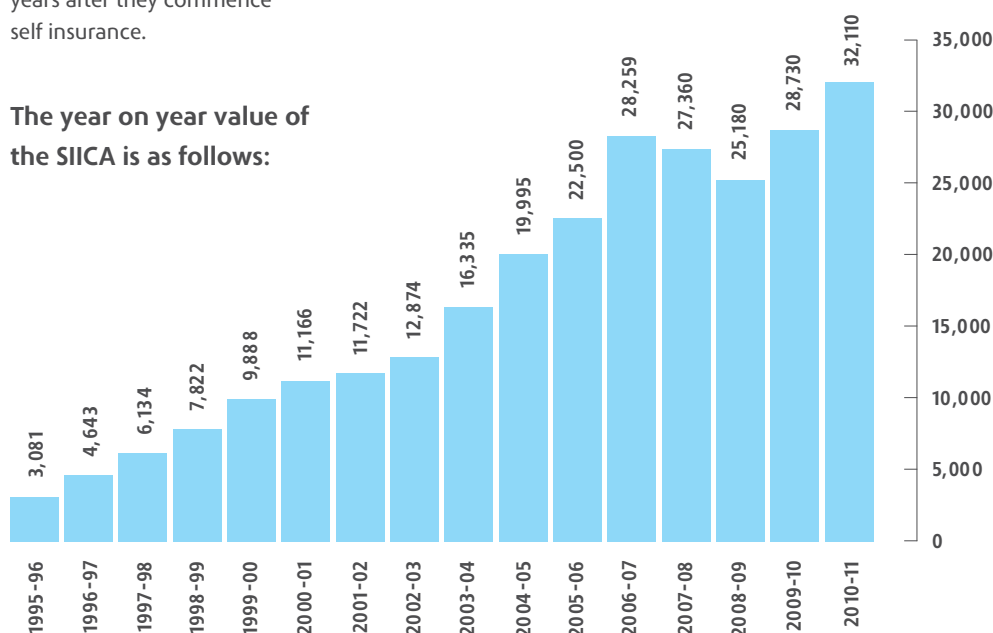
The Self Insurer Insolvency Contribution Aggregate

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 premium 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 2011, WorkCover SA held financial guarantees from private sector self insurers totalling \$341 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 2012

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

Associate Members – SISA membership as at 30 June 2012

Adelaide Casino	IFB Integrity Group Pty Ltd	Restored Injury Management	SISA membership numbers 2011-12
Adelaide City Council	Insite Injury Management	Safety Institute of Australia SA Branch	
Advanced Personnel Management	Jardine Lloyd Thompson Pty Ltd	SAI Global Assurance Services	Full members
Anglicare SA	Jo Johnson Hand & Occupational Therapy	Smart Health Training and Services	As at 30 June 2011 73
APA Group Pty Ltd	Jobfit Health Group Pty Ltd	Sparke Helmore Lawyers	As at 30 June 2012 71 ¹
Applied Innovative Services	KJK Legal	T&R Murray Bridge Pty Ltd	Associate members
Aurecon Australia Pty Ltd	Konekt Australia Pty Ltd	Terrington Consulting	
Beckmann & Associates	Lawson Risk Management Services Pty Ltd	Teys Bros (Naracoorte) Pty Ltd	As at 30 June 2011 74
Bedford Group	Liberty International Underwriters	Toll Holdings Ltd	As at 30 June 2012 69
Bradbrook Lawyers	Medibank Health Solutions	Uniting Care Wesley Port Adelaide Inc	¹ Two fewer due to net effect of merger of Govt departments, merger of National Foods & Lion, addition of LCM Health Care and withdrawal of Wesfarmers.
Business SA	Medico Legal Assessment Australia Pty Ltd	Verifact (SA) Pty Ltd	
Chandler Macleod Ltd	Minter Ellison Lawyers	Visy Pty Ltd	
Corporate Health Group Pty Ltd	MLCOA	Vocational Management Services	
De Poi Consulting	MPOT Pty Ltd	WCD Workers Compensation Solutions Pty Ltd	
Department of Environment, Water & Natural Resources	MSP Group Pty Ltd	WPM Consulting	
Department for Further Education, Employment, Science and Technology	MSVS Consultancy	Xchanging plc	
Donaldson Walsh Lawyers	Natalie Bottroff & Associates		
Dr Marty Ewer	National Risk Solutions		
Duddy Shopov Lawyers	Nicholas Anthony & Associates		
Effective Australia	People Vision Pty Ltd		
EMA Consulting	Pinnacle Workplace Consultants Pty Ltd		
Employers Mutual Ltd	Piper Alderman Lawyers		
EReports	Qantas Airways Ltd		
Finlaysons Lawyers	QBE Australia Insurance Ltd		
ForestrySA	Rankine Occupational Health & Safety		
Gallagher Bassett Services Pty Ltd	Recovre Group		
Gilchrist Connell Lawyers			



Congratulations to the winners of the 2011 SISA Awards

EXCELLENCE IN REHABILITATION & RETURN TO WORK SERVICES

Commendation

ElderCare Inc

Joint winners

Forestry SA and R.D.N.S

BEST WORK HEALTH & SAFETY SOLUTION

Commendation

Inghams Enterprises

Joint winners

**Treasury Wine Estates Wrattenbully Vineyards
North and South and Treasury Wine Estates
Fleurieu Vineyards**

OUTSTANDING EMPLOYEE CONTRIBUTION TO WORK HEALTH & SAFETY OR RTW

Commendation

Melissa Smith, Carter Holt Harvey

Winner

Bryan Collins, Transfield Services

OUTSTANDING PERSONAL ACHIEVEMENT IN RETURN TO WORK

Commendations

**Tung Tran SA Police, Nathan Mulholland SA Police and
Andrew Telfer Fielders Australia**

Winner

Adrian McDonald, Carter Holt Harvey

OUTSTANDING PRACTITIONER

Winner

Andy Briggs, AGL Torrens Island

EXCELLENCE IN SUPPLIER & CONTRACTOR MANAGEMENT

Winner

ECH Inc

Sponsors

**SISA wishes to thank
our sponsors for their
generous support
in 2011-12**

Beckmann & Associates
Business SA
De Poi Consulting Pty Ltd
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