



## ANNUAL GENERAL MEETING – 25<sup>th</sup> AUGUST 2004

### Chairman's Report

For the second year in succession, SISA's activities were dominated by a review commissioned by the Government. Following the Stanley review of Workers Compensation and Occupational Health Safety and Welfare systems in 2002/2003, Professor Dennis Else and Mr Alan Clayton were commissioned to conduct a review of Self Insurer Standards and Criteria in 2004.

The WorkCover Corporation announced the appointment of Professor Julia Davison, formerly head of Flinders Medical Centre as its Chief Executive Officer, and there followed a major review of the Corporation, in which the senior management team was restructured and all positions advertised.

SISA contracted with Natalie Bottroff and Associates to stage a series of successful Occupational Health and Safety and Injury Management seminars.

Once again membership continued to grow, with 4 new full members and several organisations joining SISA as associate members.

#### MAJOR ACHIEVEMENTS

The Else / Clayton review of Self Insurer Standards and Criteria is the most important project for self insurers since the inception of WorkCover. Previous initiatives which lead to the restructuring of the performance standards were significant, however for the first time a review of all aspects of self insurance was sought.

SISA's submissions to the Else / Clayton review have been based on the assertion that self insurance in South Australia should be encouraged for the economic benefit of the state. Following a lengthy process of consultation, SISA prepared a most comprehensive submission and response to an issues paper developed by the consultants.

Whilst the review process is ongoing, with recommendations only recently being released, it is important to note that many of the issues identified by SISA have been included.

During the year Mr Steve Standen, SISA Chairman, and Mr Darryl Turner, Manager made appearances at Parliamentary Legislative Committees on Occupational Health Safety and Welfare and Workers Compensation, to promote the benefits of self insurance.

SISA subscribed to the Business SA Making a Difference Program on the basis that it would produce a series of relevant OHS&W seminars focused on organisational and cultural issues

SISA's association with Natalie Bottroff and Associates, was most productive, with three seminars conducted during the year. The seminars, including a contribution from SISA to Safe Work week, were well attended and were most successful, not only financially, but it is also clear that SISA "lifted the bar" with the relevance and quality of its events. As a result, a further engagement with Natalie Bottroff and Associates for the coming year has been made.

SISA's contribution to the national scene continued with the reappointment of Darryl Turner as Chair of the National Council of Self Insurers. Most states have made funding contributions to the National Council to establish a base upon which future initiatives can be planned. Mr Turner has lifted SISA's profile through addresses at interstate conferences, including the chairing of a national self insurance summit held in Sydney in May.



The establishment of regular meetings with Ms Barbara Rajkowska, Chair of the WorkCover Workers Compensation Committee, and employer representative on the WorkCover Board, has enabled SISA to identify issues of concern for discussion at the Board level. Ms Rajkowska also attended a meeting of the SISA Executive.

WorkCover CEO Ms Julia Davison presented to a large audience at a general meeting of members in July. Ms Davison demonstrated a commitment to establish a close liaison with self insurers by attending a meeting of the SISA Executive and by visiting self insurers Zinifex at Port Pirie, and One Steel at Whyalla.

An inaugural meeting of a South East injury management networking group planned for August was deferred due to unforeseen circumstances

### **STATUS OF MAJOR CURRENT ACTIVITIES**

The consultation process following the public release of the recommendations from the Else / Clayton review is the current major focus for SISA and its members.

SISA will enlist the support of its full and associate members to participate on working parties to address the various recommendations and make submissions to WorkCover. It is likely that the consultation process will continue into 2005.

Positive discussions with WorkCover and Deloitte to agree a transparent, activity based costing model for calculation of the self insurer levy rate have taken place. The proposal was included in the considerations of the review and SISA will need to pursue adoption of the activity based costing model for the benefit of its members.

Despite ongoing consultation the issues relating to recoveries from negligent third parties involving host employers and labour hire remain unresolved and as with the levy rate it is important to pursue an outcome for members in this most complex area.

SISA is participating on a working party convened by WorkCover to address issues relating to Section 58 B/C application to self insurers.

Ongoing issues relating to self insurer evaluations against the performance standards will be addressed in considering recommendations from the Review.

In a bid to establish a more focused employer stakeholder information and lobby group the Business SA OHS&W consultation meetings have been restructured to include an injury management focus and to address current issues. This will assist SISA to more closely liaise with Business SA in matters of common interest.

With Natalie Bottroff & Associates planning is underway to conduct a seminar in Occupational Health Safety and Welfare in October 2004 in conjunction with the Safety Institute of Australia.

Despite the recommendations of the Productivity Commission enquiry into OHS&W and workers compensation, the federal Government has indicated that it will not at this stage support opening up of the ComCare Scheme as a means of allowing a National Scheme. Nevertheless discussions to consider consistent National auditing standards are taking place and SISA will be involved in that process.

SISA is continuing to develop its website and encourages members to visit it regularly as a source of current news and information.



## **FUTURE ACTIVITIES**

The newly elected Executive Committee will review and publish a corporate plan for SISA in 2004/2005. It is likely that the focus will be in the following key areas:

- Ongoing involvement in consultation processes in respect of the recommendations from the Else/Clayton review.
- Establishment of a lobby group and focus to maintain self insurance as an important factor in business growth and development in the state.
- Establishment of improved information systems for benchmarking and reporting.
- Continued development of profile and initiatives in the national arena.
- Establishment of alternative income streams through the provision of injury management and associated training programs and enhancement of the promotional section of the SISA Website.
- The provision of three (3) high quality seminars including a Trade Expo and workshops in May 2005.
- Maintenance of a responsive service to both Full and Associate members including additional benefits for Associate Members.
- Maintenance and development of resource and asset basis.

## **MEMBERSHIP**

During the year SISA dealt with a number of issues from its member organisations. Most contentious of these continue to involve the evaluation process and as reported earlier this will be dealt with as part of the Else Clayton review consultation.

SISA has welcomed the following Full and Associate Members during the past year.

### **Full Members**

Coles Myer Limited\*  
Aged Care and Housing\*  
Stamford Hotels\*  
TXU Torrens Island

*\*Applications for proceeded in the face of possible intervention by the Minister in view of the published status of the WorkCover Fund.*

**Please Note:** *Skilled Engineering, also in this category gained their self insurance status in the previous year and were recorded as such in last years report.*

### **Associate Members**

Finlaysons Lawyers  
Drake Supermarkets  
Boral Limited  
Sparke Helmore Lawyers  
Able Rehabilitation  
Applied Innovative Services  
Thomson Playford Lawyers  
Department of Further Education, Employment, Science and Technology  
T & R Pastoral Limited  
Donaldson Walsh Lawyers

Although continued growth in membership was achieved it is important for SISA to maintain a service to its members particularly those in the category of prospective self insurers. SISA must do all it can to assist those organisations to gain self insurer status.



## Self Insurers of South Australia

It is noted that Levi Strauss Limited and Michell Australia surrendered their self insurer licences during the year due to organisational restructures which left them unable to comply with the requirements of the code of conduct for self insurers.

### **STAFFING/RESOURCES**

After a short period of employment SISA lost the services of its Administrative Assistant Ms Teresa Muscara, who resigned for personal reasons. In Teresa's place SISA has been fortunate to have gained the services of Ms Melissa von Laue. Melissa commenced employment with SISA as a Personal Assistant/Office Manager on 1 March 2004 and has already indicated that she will be a most valuable acquisition to the organisation.

An OHS&W Risk Survey of the SISA premises was conducted and minor matters identified are currently being addressed.

Minor maintenance to the premises was carried out during the year and given the financial result to be reported at today's meeting the incoming Executive Committee will be able to consider some more extensive upgrading in the coming year.

### **COMMITTEE INVOLVEMENT**

SISA maintained its active involvement in several committees and stakeholder forums:

- Ministerial Advisory Committee for OHS&W
- Ministerial Advisory Committee for WR&C
- WorkCover Employer Strategic Consultation Forum
- Management Committee of the Employer Advocate Unit
- Business SA Employer Stakeholder Group

For 2004/2005 SISA will not be directly represented on the Ministerial OHS&W Advisory Committee however, Ms Barbara Ferguson a nomination of Business SA is an employee of Flinders University. SISA will be represented on the WR&C Committee by Ms Joanne Denley, Bridgestone Australia and Ms Hedy Babi, Southcorp Wines (nominated by the Wine & Brandy Industry).

### **SUMMARY**

This has again been a most satisfactory year as SISA has met the consultation demands of an important review and generated additional income through growth and resource management. The auditors report to be tabled at today's meeting indicates a most favourable outcome.

At today's Annual Meeting our Executive Committee for 2004/2005 will be elected. There will be an election as nominations exceed the number of vacant positions. I take this as a healthy sign that members are keen to contribute to the activities of their organisation. Hopefully we are providing a service to meet the needs of our members, however if this is not the case we would encourage you to let us know.

I would like to thank all members of the existing committee for their contributions during the year, in particular to Mr Simon Porter, Mr Brian Willcocks and Mr Michael Bendyk who resigned during the year and consequently will not be seeking re-election.

I look forward to working with the new committee in 2004/2005. For those who nominated but not elected, thank you for your interest. Finally my thanks to all members for their continued support of SISA.



Self Insurers of South Australia

**The 2003/2004 Executive Committee were as follows:**

<b>Chairperson</b>	Mr Steve Standen	AusBulk Limited
<b>Deputy Chairperson</b>	Ms Joanne Denley	Bridgestone Australia Limited
<b>Honorary Treasurer</b>	Ms Di Routledge	Hills Industries Limited
<b>Committee</b>	Mr Mark Deayton Ms Lee Anne Folkers Mr Jeff Ames Mr Jeff Beer Mr Rob Edwards Mr Wayne Potter Mr Mark Sorre Mr Andrew Antony Mr Simon Porter Mr Brian Willcocks Mr Michael Bendyk	Arnotts Biscuits Ltd Bank SA Department of Health Mitsubishi Motors Australia Limited Department of Administration and Information Services LGA Workers Compensation Association Holden Ltd (Part Year) Santos (Part Year) Holden Limited (Part Year) Santos (Part Year) Southern Cross Homes (Part Year)

STEVE STANDEN  
Chairman  
Self Insurers of South Australia



## Sub Committee Reports

In presenting the sub committee reports it is important to emphasise that for a good part of the year both sub committees were involved in consultation processes relating to the Else Clayton review and many issues which would normally be addressed by the sub committees were put "on hold" pending the release of the review recommendations.

Nevertheless general meetings were held regularly by each sub committee and were well attended. The following is a brief overview of the each sub committee's activities for the year.

### INJURY PREVENTION SUB COMMITTEE

#### General Meetings

The following topics were presented at the General Meetings:

<b>September 2003</b>	<i>"Employers Making a Difference"</i>	Ms Alison McTavish, WorkCover/Business SA
	<i>"Peak Care Health management Program"</i>	Mr John Sands, WorkCover
<b>November 2003</b>	<i>"WorkCover Current Activities"</i>	Steve Duffin, WorkCover
	<i>"Evaluations Three Years On"</i>	Mr Jim Craik, WorkCover
<b>March 2004</b>	<i>"Sub Committee Planning Exercise"</i>	Ms Christine Bray, Commonwealth Bank
<b>May 2004</b>	<i>"Safe Design Implications in Occupation Health, Safety and Welfare Systems"</i>	Mr Brian Adams, WorkCover
	<i>"Review of Exempt Standards and Criteria"</i>	Mr Darryl Turner, SISA
<b>July 2004*</b>	<i>"Future Directions for WorkCover"</i>	Ms Julia Davison, WorkCover
	<i>"NDS3 Reporting Changes. Implications for Self Insurers"</i>	Mr Dean Taylor, Mr Mal Watt, and Ms Lee-Anne Kearney, WorkCover
	<i>"Implications from Medical Fee Schedule Reviews"</i>	Mr Mal Millikan and Ms Catherine Gellard, WorkCover

\*The July Meeting was combined with the Injury Management Group.

#### Other Initiatives

As has been previously recorded the majority of sub committee's work was involved in consultation in relation to the Else Clayton submission.



## Self Insurers of South Australia

Following the planning meeting held in March 2004, actions were identified, however most were relating to the Evaluation processes which were included in the SISA submission the Else Clayton review.

In addition to general meetings the sub committee heard presentations from various organisations keen to provide services to self insurers.

The sub committee supported the successful seminars conducted by SISA in OHS&W, specifically "Try a Different Position in Prevention" held in November and "Understanding Organisational Health and Wellbeing" conducted in June 2004. It has also supported the forthcoming "Simply Safety" seminar to be held in October in conjunction with the Safety Institute of Australia.

### Future Activities

The sub committee will be extensively involved in considering the recommendations to the Else Clayton review and advising the Executive Committee in specific areas. Within that context performance standards, evaluation and reporting will received foremost attention.

Mr Bill Sloan will represent the sub committee and SISA on the restructured Business SA Employer Stakeholder Group.

### In Conclusion

My thanks go to all the people who have contributed to the sub committee activities during the year. In particular to Mr Simon Williams and Mr Clive Nation who resigned during the year.

It is recognised that the daily demands of our work make it difficult to devote time to the sub committee and all efforts are really appreciated.

I look forward to working with the sub committee again in the coming year.

### The 2003/2004 Injury Prevention Sub Committee were as follows:

<b>Chairperson</b>	Mr Darryl Turner	Self Insurers of South Australia
<b>Deputy Chairperson</b>	Mr Colin McLean	Sola Optical
<b>Committee</b>	Mr Bill Sloan	Transfield Services
	Mr Bob Lynn	Cooper Standard Automotive
	Ms Christine Bray	Commonwealth Bank
	Mr David Kemp	Department of Correctional Services
	Ms Denise Palmer	Department of Health
	Ms Lesley Riddle	Hills Industries
	Ms Linda Smith	Catholic Church
	Mr Paul Farmer	Mitsubishi Motors
	Mr Shaune Finn	NRG Flinders
	Mr Steve Griffiths	OneSteel
	Mr Stuart Wright	ETSA Utilities
	Mr Tony Carter	Coles Myer Limited
	Mr Peter Johnston	Inghams Enterprises (Part Year)
	Mr Clive Nation	Inghams Enterprises (Part Year)
	Mr Simon Williams	Bridgestone Australia (Part Year)



Self Insurers of South Australia

## **INJURY MANAGEMENT SUB COMMITTEE**

### **General Meetings**

The following topics were presented at the General Meetings:

<b>September 2003</b>	<i>“AMA Fee Negotiations”</i>	Ms Kath Lockett, WorkCover
	<i>“Early Intervention Strategies with Occupational Therapy”</i>	Mr Nandu Nandoskar, NN Associates
<b>November 2003</b>	<i>“Current Activities”</i>	Mr Steve Duffin, WorkCover
	<i>“Section 58B Implications for Exempt Employers”</i>	Ms Cheryl Milburn, WorkCover
<b>March 2004</b>	<i>“Sub Committee Planning Exercise”</i>	Mr Darryl Turner, SISA
<b>May 2004</b>	<i>“Mediation in the Dispute Resolution Process”</i>	Mr Chas Cini, Mediation & Employment Related Services
	<i>“Changes to the Conciliation Process 1 July 2004”</i>	Ms Michelle Player-Brown, Workers Compensation Tribunal
	<i>“Customer Enquiries to WorkCover”</i>	Mr Steve Duffin, WorkCover
	<i>“Review of Exempt Standards and Criteria”</i>	Mr Darryl Turner, SISA
<b>July 2004</b>	<i>“Future Directions for WorkCover”</i>	Ms Julia Davison, WorkCover
	<i>“NDS3 Reporting Changes. Implications for Self Insurers”</i>	Mr Dean Taylor, Mr Mal Watt, and Ms Lee-Anne Kearney, WorkCover
	<i>“Implications from Medical Fee Schedule Reviews”</i>	Mr Mal Millikan and Ms Catherine Gellard, WorkCover

\*The July Meeting was combined with the Injury Prevention Group.

### **Other Initiatives**

As has been previously recorded, a great deal of the sub committees work was involved in addressing the consultation process for the Else Clayton Review.

A sub committee representative group consisting of Ms Elinor Bolt, Ms Lyn Hodge and Ms Jan Scott provided input into a WorkCover early intervention model for rehabilitation.

A code of conduct for in house rehabilitation providers is in the process of being developed and will be incorporated into an Injury Management Training Program.





## Self Insurers of South Australia

In addition to general meetings the sub committee heard presentations from various organisations keen to provide services to self insurers.

The sub committee also considered various legislative and regulatory submissions from WorkCover and advised member organisations in relation to specific enquiries.

### **Working Parties**

The sub committee have convened three working parties in respect of the following specific areas:

- ***Training Claims and Rehabilitation Working Party***, to consider the establishment of a SISA endorsed training program for self insurers and a code of conduct for in-house rehabilitation providers.
- ***Medical Working Party***, to develop liaison with the medical profession in the interest of more productive working relationships.
- ***Legislative Working Party***, to have input into specific issues such as Section 54 recoveries and Section 58 B/C.

### **Future Activities**

The sub committee will be extensively involved in considering the recommendations to the Else Clayton review and advising the Executive Committee in specific areas.

Ms Jan Roggli will represent the sub committee and SISA on the restructured Business SA Employer Stakeholder Group.

Working Party activities will continue in their respective areas.

### **In Conclusion**

My thanks go to all the people who have contributed to the sub committee activities during the year.

Sue Elliot resigned during the year and her place was taken by Dave Harding who has replaced Sue as Workers Compensation Claims Manager at Catholic Church Insurances.

It is recognised that the daily demands of our work make it difficult to devote time to the sub committee and all efforts are really appreciated.

I look forward to working with the sub committee again in the coming year.



Self Insurers of South Australia

**The 2003/2004 Injury Management Sub Committee were as follows:**

<b>Chairperson</b>	Mr Darryl Turner	Self Insurers of South Australia
<b>Committee</b>	Ms Adele Stevenson	Noarlunga Health Services
	Ms Bev Bell	RAA of SA Inc
	Ms Di Routledge	Hills Industries
	Ms Elinor Bolt	Holden
	Mr Greg Binks	SA Police
	Mr Greg Pugh	Select Australia
	Ms Jan Roggli	BSTG
	Ms Jan Scott	Repatriation General Hospital
	Mr Jim Butfield	Department of Health
	Mr John Dewar	Royal Adelaide Hospital
	Mr John McAteer	Department of Administration and Information Services
	Ms Linda Bogdanov	Mitsubishi Motors
	Ms Lyn Hodge	Mitsubishi Motors
	Mr Michael Rule	Hardy Wine Company
	Ms Moffie McDonald	Skilled Engineering
	Mr Dave Harding	Catholic Church Insurances (Part Year)
	Ms Sue Elliot	Catholic Church Insurances (Part Year)

DARRYL TURNER  
Manager  
Self Insurers of South Australia