

Self Insurers of South Australia Inc

Annual Report 2012-13

... we remain committed to the objective of making SISA members the best informed employers in South Australia in WHS and workers compensation matters. In this age of regulators trying to force issues by setting timeframes that many organisations find unworkable, SISA has time and again proved itself to be agile, flexible and responsive in canvassing its members' views and conveying them to the various State and Commonwealth bodies. In some cases, SISA has been the opinion leader among the representative associations.

Rob Edwards, Chair

Annual Report 2012-13

Contents

About SISA	2
About Self Insurance	3
Chair's Report	4
Treasurer's Report	5
Manager's Report	6
SISA Executive Committee 2012-2013	8
Executive Committee meeting attendance to June 30 2013	9
Report of progress towards our constitutional objectives	10
The Self Insurer Insolvency Contribution Aggregate	13
Self Insurer Financial Guarantees	14
Self Insurer workers compensation liabilities	15
SISA Memberships as at June 30 2013 – Full Members	16
SISA Memberships as at June 30 2013 – Associate Members	17
SISA Membership numbers 2012-13	17
SISA Awards 2011	18
Sponsors	20

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 to SISA in November 2005. On 3rd August 2014, SISA will celebrate its 30th 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 the 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 retail, manufacturing, 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. Self insurance can deliver excellent results for employees and employers alike when it is soundly implemented.

Self insurance is only possible for organisations that can meet a set of financial criteria and can conform to set standards for 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 WorkCoverSA and its claims agents.

A self insurer is still subject to regulatory control by WorkCoverSA 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 or an insurance bond from an approved insurer to WorkCoverSA and pay into an insolvency fund held by WorkCoverSA 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 fee to WorkCover (calculated as a percentage of the premium 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 WorkCoverSA 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.



Bill Leonard, winner of the 2012 SISA Award for Outstanding Personal Achievement in RTW is congratulated by the Santos team.

Chair's Report

In 2012-13, the key event was the implementation of the Work Health & Safety Act 2013 and its attendant regulations.

The extensive debate in and out of Parliament around aspects of the legislation and various administrative measures was both complex and at times intense. At all times, SISA was in the mix, lobbying hard for amendments intended to ensure that our members are afforded the rights normally available to any person under criminal law and to clarify certain crucial aspects of the duties set out in the Act. Through this process we believe that South Australia has a more balanced and workable version of the model legislation than some other jurisdictions.

Considerable time, energy and resources were invested by SISA in this process, and I am sure that members were aware of this by the regular and very timely updates issued by the SISA office. It is at crucial times like this that SISA proves its value to its members by not only influencing these events but informing and preparing its members for such a major change.

Since the legislation came into effect, SISA continues to invest time and resources in tracking the development of subordinate material such as Codes of Practice and guidance material. This is an ongoing process that is unlikely to end in the coming year.

Activity at the national level in the workers compensation field has predictably tailed away during the year 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 this space as well representing the Australian Chamber of Commerce & Industry (ACCI) in a range of advisory groups and forums.

Above all, we remain committed to the objective of making SISA members the best informed employers in South Australia in WHS and workers compensation matters. In this age of regulators trying to force issues by setting timeframes that many organisations find unworkable, SISA has time and again proved itself to be agile, flexible and responsive in canvassing its members' views and conveying them to the various State and Commonwealth bodies. In some cases, SISA has been the opinion leader among the representative associations.

I must also acknowledge the excellent working relationship we have with the many other organisations that help to make the level of stakeholder 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

Australian Hotels Association, the Housing Industry Association, the National Electrical & Communications Association and the Australian Meat Industries Council. Our joint efforts give us a strong and persuasive voice where it is needed.

During the year we also welcomed a new CEO and general management team at WorkCoverSA. So far we have found Greg McCarthy and his team to be very approachable and open to discussion on topics of mutual interest. It would be fair to say that compared to recent years, our relationship with WorkCover has entered a much more transparent and balanced era which we look forward to building on.

A number of operational level issues were also a focus for us in 2012-13:

- Ongoing discussion of the performance evaluation process with the new WorkCoverSA senior management.
- Participation in the WorkCover Improvement Project, including playing a key role in formulating a consistent response from the business community.
- Implementation of elements of the revised workers compensation premium arrangements.
- Amendments to the Code of Conduct for Self Insured Employers

- Submissions to and an appearance before the Parliamentary Standing Committee on Occupational Safety, Rehabilitation and Compensation inquiry into the effectiveness of SafeWork SA.
- Monitoring and advising on the progress of amendments to the Commonwealth Fair Work Act 2009 dealing with bullying and harassment in the workplace.
- Participating in and advising on the debate around the development of a model code of practice on bullying and harassment.

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.

I am sure all members will want to express appreciation for 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 including those who stepped down from the Executive Committee during the year due to work requirements.



Rob Edwards
Chair

Treasurer's Report

Our 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 2012-13.

The year has seen continued demand for high-value services 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.

I must also acknowledge those Full Members that assist us with generous sponsorship and meeting support.

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 6th 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 has ensured that my role as Treasurer runs smoothly.

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



Belinda Loh
Treasurer



Industrial Relations Minister Jack Snelling addresses the 2012 SISA Awards Dinner

Manager's Report

In keeping with the last 2 previous reports, I will start by saying that again this year, much of our operational time at SISA has been spent reviewing draft material and discussion papers, attending meetings and drafting feedback. This seems to be the new norm for organisations like SISA, as Governments, especially the Federal Government, step up the pace of policy change, usually driven by electoral pressures.

Our self-imposed standard is to ensure that SISA members are the best informed employers in the State in terms of developments in work health and safety and workers compensation law and policy. Our ability to disseminate key information quickly and receive input from members is unmatched by other similar associations. SISA has a well deserved reputation for being able to marshal resources to meet short deadlines that sometimes can defeat less agile organisations. For this, the members of SISA are to be commended.

The willingness of our time-challenged members to give swift and authoritative advice and feedback on a wide range of sometimes very technical matters is at the heart of our success. As I never tire of saying, our association is the sum of its parts.



Last year, I was highly critical of the tendency of Governments to try to 'force the pace' on some highly critical areas of law and policy. The rush to implement the model work health and safety legislation was just the latest example of how haste can overwhelm common sense. Fortunately, in South Australia, the environment allowed SISA and a range of other stakeholders to slow

the process down sufficiently to permit consideration and debate of some vital matters that slipped by the other jurisdictions that passed their

WHS Bills without question and without modification. It could nevertheless still be argued that more time would have allowed an even better result.

For this reason, SA has ended up with what is probably a more balanced and sustainable version of the legislation, and in particular:

- Making the Act consistent with the normal standard of criminal law with regard to the right against self incrimination.
- Ensuring that PCBU duties apply where a person is in control of a workplace risk.
- Opening draft Codes of Practice to the scrutiny of Parliament and the Small Business Commissioner before they can be put into effect.

Considerable time and effort has also been dedicated to involvement with the National Council of Self Insurers participation in national level forums and meetings dealing with aspects of workers compensation under consideration by Safe Work Australia. As we forecast a few years ago, little of these matters ever saw the light of day. True national-level reform of workers compensation has to involve the consideration of major changes to the State, Territory and Commonwealth schemes, something that was not likely to ever have the cooperation of those schemes in any issue involving additional cost, reduced entitlements or adverse funding.

At home, SISA has continued its drive to better serve its members via improvements to communication, competitively priced training and other services, 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 2011-12 we received generous support of our major sponsor Jacob's Creek for the 2012 Awards Dinner. Sponsors also make it possible to conduct our very popular annual seminar, Closing the Loop, which continues to receive excellent feedback from attendees. There are too many sponsors to name here but our grateful thanks to all. Our sponsors are listed later in this report.

2012-13 may see major developments for the workers compensation scheme in South Australia. As I write this, the WorkCover Annual Report has not yet been released, but if the funding position of the scheme has deteriorated further, then the pressure for a deeper review of the Workers Rehabilitation & Compensation Act 1986 will be all the greater. The scope for this will naturally be affected by the State election, due in March 2014.

So whether or not the year will see the Act back in Parliament for amendment or replacement remains to be seen – Governments are understandably reluctant to open the Act up in Parliament and engage in the ideological tug-of-war that that entails. But if the scheme is ever to achieve a sound funding balance, it must be reviewed with a view to objectively correcting those relatively few legislative flaws that have dogged it since 1986.

I maintain that a sustainable and equitable workers compensation scheme is in everyone's best interests and is actually achievable. Nobody would argue against the notion that 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 are the objectives. Unfortunately, the unintended distortions within the legislation have required the scheme to compensate workers for unemployment as well as loss of work capacity have become accepted as the norm in the minds of some, and moves away from that are interpreted as attacks on entitlements. Such are the realities of our scheme.

Throughout it all, SISA has built a reputation as an opinion leader in WHS and workers compensation matters. It can do that because of the tremendous body of experience, knowledge and capability that rests among the members, and the success they achieve. SISA will continue to tirelessly advocate on that basis, and will remain the voice of the best performing body of employers in the State when it comes to workplace safety and returning injured workers to work.



Robin Shaw
Manager

SISA Executive Committee 2012-13

CHAIR

Rob Edwards

Manager, Local Government
Association Workers
Compensation Scheme

DEPUTY CHAIR

Stewart Allan

Manager, Occupational Health
and Safety, Flinders University
of South Australia

TREASURER (FROM JUN 2012)

Belinda Loh

Manager, Injury Management
Operations, SA Health

TREASURER (TO NOV 2012)

Linda Bogdanov

Senior Injury Management Advisor,
SA Operations Electrolux Home
Products Pty Ltd

MEMBER (FROM DEC 2012)

Tanya Diggins

Senior OHS Advisor,
Adelaide Manufacturing Electrolux
Home Products Pty Ltd

MEMBER

Monica Broniecki

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

MEMBER (TO OCT 2012)

Colin Taylor

General Manager, HSE
Hills Holdings Ltd

MEMBER (FROM NOV 2012)

Vanessa Moore

National HSE Manager,
Home, Technologies and
Communications, Hills Holdings Ltd

MEMBER (TO SEP 2012)

Jim Kleszyk

Manager Risk Services,
Southern Cross Care (SA & NT) Inc

MEMBER (FROM OCT 2012)

Tracy Hayes

Manager
- Injury Management Services,
Southern Cross Care (SA & NT) Inc.

MEMBER (TO DEC 2012)

Stephen Thomas

Senior Consultant,
OHSW&IM Services, Uni SA

MEMBER (TO OCT 2012)

Celeste Collins

Self Insurance Manager,
Skilled Group

MEMBER (OCT 2012 – DEC 2012)

Matthew Mann

Regional OH&S Manager,
(SA) Boral Ltd

MEMBER (FEB 2013 – MAR 2013)

Caroline Fisher

Regional OH&S Manager,
(SA) Boral Ltd

MEMBER (FROM APR 2013)

Peter Snell

OH&S Advisor,
Boral Ltd

MEMBER (TO OCT 2012)

Nicki Bayet

Senior Manager,
Workplace Health & Safety,
RAA of SA Inc

MEMBER (FROM OCT 2012)

Kerry Piotrowski

Workers Compensation Manager,
Orlando Wines

Executive Committee meeting attendance to 30 June 2013

	Meetings ¹	Attended
Stewart Allan	10	8
Nicki Bayet	3	1
Monica Broniecki	10	8
Linda Bogdanov	6	4
Celeste Collins	3	1
Tanya Diggins	5	5
Rob Edwards	10	9
Carolyn Fisher	2	1
Tracy Hayes	7	5
Jim Kleszyk	3	3
Belinda Loh	9	7
Matthew Mann	2	1
Vanessa Moore	6	5
Kerry Piotrowski	7	5
Peter Snell	2	2
Colin Taylor	4	1
Stephen Thomas	5	4

¹ For which the member was eligible

Report of progress towards our constitutional objectives

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.

The year saw a major change in the approach of WorkCoverSA to its relationship with SISA. With a new senior management in place at WorkCoverSA, the relationship has become far more balanced, consultative and respectful. The Corporation continues to provide important information direct to self insurers, an efficient arrangement that SISA supports. However, the Corporation has embarked on a course of proper discussion and consultation with regard to developing policy initiatives.

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 2012-13 include:

- The Work Health & Safety Act 2013, Regulations and Codes of Practice, with a particular emphasis on the draft Codes.
- National level working groups on workers compensation
- Discussion of possible 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

Our annual conference, Closing the Loop, continues to attract high attendance and excellent feedback.

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 2012-13 these included:

- New Trends in the WCT Jurisdiction and the impact of the 2008 Amendments to the WR&C Act (Will Duddy, Duddy Shopov Lawyers)
- Work on Workplace Health & Wellbeing (Josephine Mason, Principals Australia)
- Trying to Bullet Proof the Disciplinary Process and Mitigate the Risk of Stress Claims (Neville John, KJK Legal)
- Injury Timelines: Positive & Negative Factors (Mark Johnston and Shane Burgess, Smart Health Training and Services)
- Dementia – The Perspective of an Employer (Lenore de le Perrelle, ACH Group)
- Operation of Medical Panels SA, (Assoc Professor David Cherry, Medical Panels SA)
- A round up of the important cases that will impact on claims management moving forward (Mark Keam, KJK Legal)

- The WHS Act story so far – where to from here? (David Ey, Piper Alderman Lawyers)
- Bullying and Harassment – How to manage not only the claims but also the State and Federal legislation (Guy Biddle, Finlaysons Lawyers)
- Social media in the workplace: opportunities and risks, (Michelle Prak, Social Media Consultant)

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.

In 2012-13, all but three 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 politicians have on occasion compared the performance of self insurers favourably with the rest of the scheme. However, where this is done, SISA tempers the argument by pointing 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, the Work Health & Safety 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 2013.

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 from both insured employers and self insurers.

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 WorkCoverSA Recovery & Return to Work Awards, and we have been a major sponsor of the 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 2012-13:

- The SA Work Health & Safety Bill 2013, draft WHS Regulations, model Codes of Practice and guidance material.
- The SA Work Health & Safety (Self Incrimination) Amendment Bill 2013.
- Workers Rehabilitation and Compensation (Protection for Firefighters) Amendment Bill 2012
- Workers Rehabilitation and Compensation (Retirement Age) Amendment Bill 2012
- The draft Code of Practice for the Prevention and Management of Workplace Bullying & Harassment.
- The National Disability Insurance Scheme.
- Amendments to the South Australian Compulsory Third Party Insurance scheme.
- The Parliamentary Standing Committee on Occupational Safety, Rehabilitation and Compensation inquiry into aspects of SafeWork SA.
- The WorkCover Improvement Project.

Report of progress towards our constitutional objectives (continued)

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.

ITR offers Essentials, Certificate III and Diploma versions of the Certificate IV in Personal Injury Management (Claims Management) to allow members to decide which best fits their needs.

SISA has also provided members with extensive education and up to date information on the new 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 2012-13. 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 remains high. The experience rating premium system implemented last year by WorkCoverSA is frequently cited as a primary driver of the interest.

The Self Insurer Insolvency Contribution Aggregate

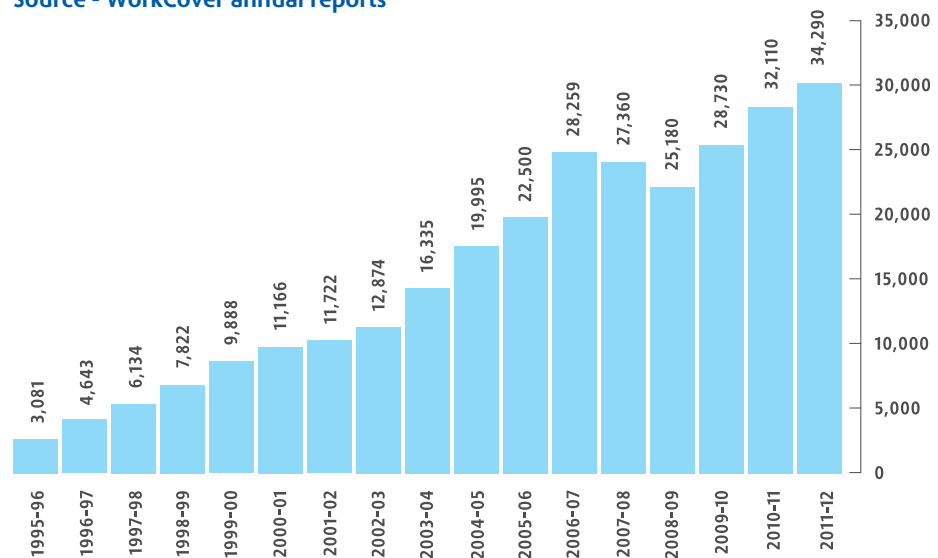
The Self Insurer Insolvency Contribution Aggregate (SIICA) was previously known as the Exempt Employer Reserve Account (EERA) and the Self Insured Employer Reserve Account (SIERA).

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:

EERA/SIERA/SIICA balances 1996-2012 (\$'000)
Source - WorkCover annual reports

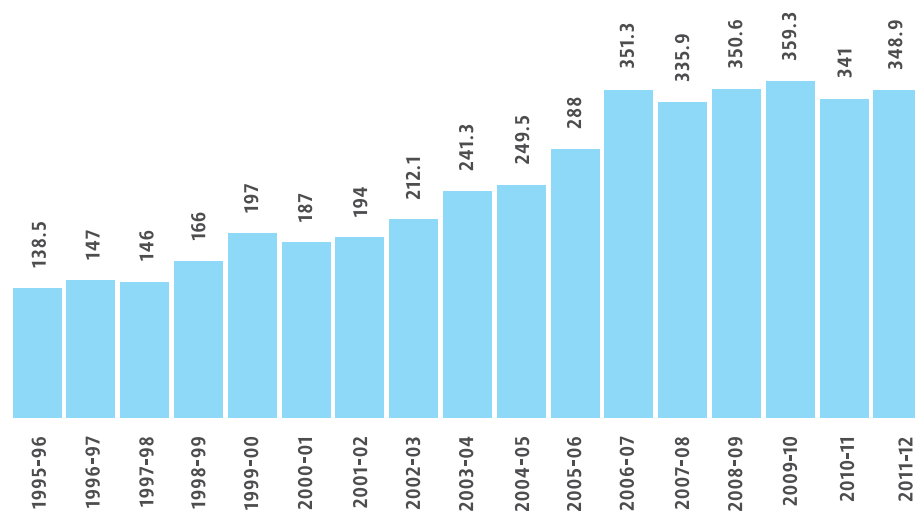


Self Insurer Financial Guarantees

In addition to the SIICA funds, as at 30 June 2012, WorkCoverSA held financial guarantees from private sector self insurers totalling \$348.9 million. The trend in total value of guarantees appears to have reached a 'steady state' in recent years, suggesting a combination of declining year-on-year liabilities offset by underlying claim inflation (see below).

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 WorkCoverSA 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.

Value of Guarantees held by WorkCoverSA (\$m)
Source - WorkCoverSA Annual Reports



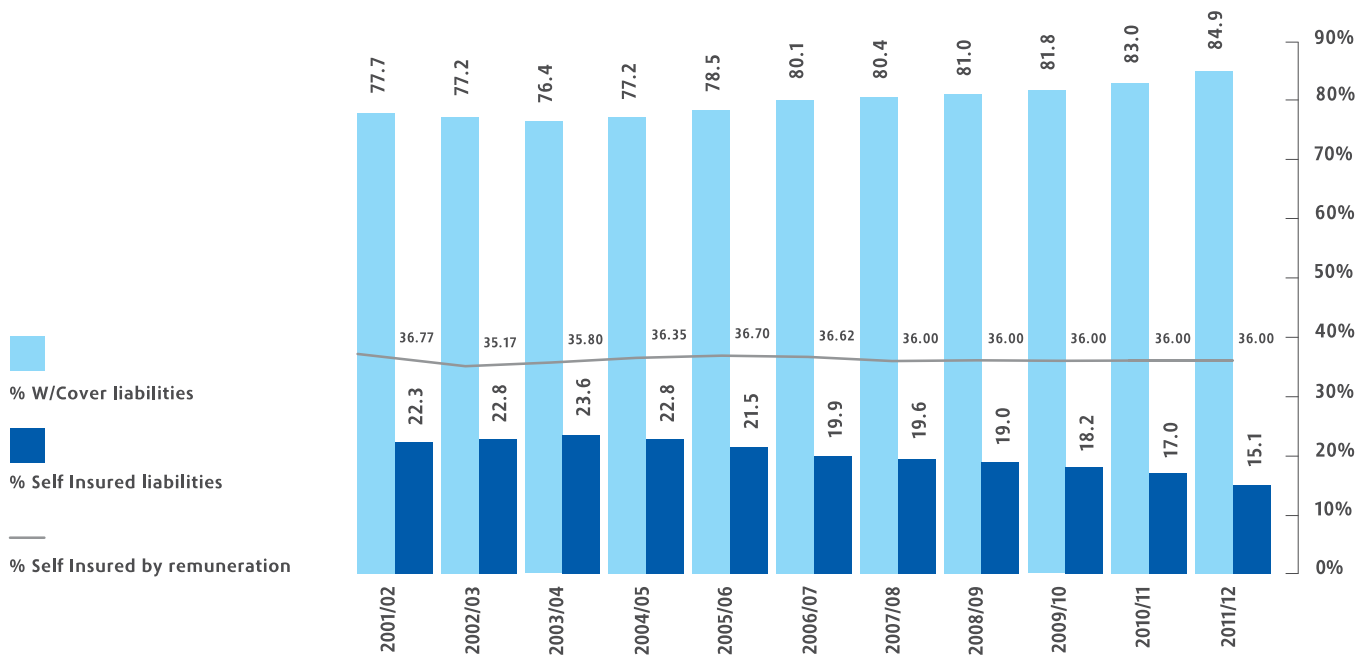
Self Insurer workers compensation liabilities

While it is difficult to precisely state the liability figure for all self insurers using publicly available information, an approximation is possible using the following sources:

- Total WorkCoverSA liabilities – WorkCoverSA Annual Reports
- Crown liabilities – Dept of Premier & Cabinet Annual Reports
- Private sector self insurer liabilities – total of financial guarantees held as reported in WorkCoverSA Annual Reports divided by 2 (to remove the effect of the 200% scaling factor that applies to all guarantees).

Here is the result as of the latest published annual reports expressed as proportions of total State liabilities:

Proportion of total SA workers compensation claim liabilities – WorkCover v Self Insured



Full Members – SISA membership as at 30 June 2013

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

Associate Members – SISA membership as at 30 June 2013

Adelaide Casino	Gallagher Bassett Services Pty Ltd	People Vision Pty Ltd	SISA membership numbers 2012-13
Advanced Personnel Management	Gilchrist Connell Lawyers	Pinnacle Workplace Consultants Pty Ltd	
Anglicare SA	IFB Integrity Group Pty Ltd	Piper Alderman Lawyers	Full members
APA Group Pty Ltd	IMO Pty Ltd	Potter Safety & Risk Management Pty Ltd	<u>As at 30 June 2012</u> 71 ¹
Applied Innovative Services	Insite Injury Management	Qantas Airways Ltd	<u>As at 30 June 2013</u> 69
Aurecon Australia Pty Ltd	Interwork Ltd	QBE Australia Insurance Ltd	Associate members
Beckmann & Associates	James Brown Memorial Trust Inc	Rankin Occupational Safety & Health	<u>As at 30 June 2012</u> 69
Bedford Group	Jardine Lloyd Thompson Pty Ltd	Recovre Group	<u>As at 30 June 2013</u> 71
Bradbrook Lawyers	Jo Johnson Hand & Occupational Therapy	Renewal SA	
Business SA (SA Chamber of Commerce & Industry)	KJK Legal	Restored Injury Management	
Corporate Health Group Pty Ltd	Konekt Australia Pty Ltd	Return to Work Matters	¹ Two fewer due to net effect of changes to Govt departments, closure of Auspine, withdrawal of AGL Torrens Island from self insurance, addition of Teys Bros and re-joining of Westpac
De Poi Consulting	Lawson Risk Management Services Pty Ltd	Safety Institute of Australia SA Branch	
Department for Further Education, Employment, Science and Technology	Liberty International Underwriters	SAI Global Assurance Services	
Department of Environment, Water and Natural Resources.	Medibank Health Solutions	Smart Health Training and Services	
Donaldson Walsh Lawyers	Medico Legal Assessment Australia Pty Ltd	Sparke Helmore Lawyers	
Dr Marty Ewer	Minter Ellison Lawyers	Thomas Foods International Murray Bridge Pty Ltd	
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Effective Australia	MPOT Pty Ltd	Uniting Care Wesley Port Adelaide Inc	
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Finlaysons Lawyers	Natalie Bottroff & Associates	Vocational Management Services	
Flinders Ports South Australia	Nicholas Anthony & Associates	WCD Workers Compensation Solutions Pty Ltd	
ForestrySA	NN Occupational Health	Xchanging plc	
Fullarton Lutheran Homes Inc			



Congratulations to the winners of the 2012 SISA Awards

SELF INSURED EMPLOYER OF THE YEAR

Commendation

Department for Correctional Services

Winner

Premium Wine Brands Orlando Wines

BEST WORK HEALTH & SAFETY SOLUTION

Commendation

Alinta Energy, Leigh Creek maintenance

Winner

Treasury Wine Estates

OUTSTANDING INDIVIDUAL CONTRIBUTION TO WORK HEALTH & SAFETY OR RTW

Commendation

Alison Gordon, Kimberly-Clark

Winner

Sue Walstenholme, Philmac

OUTSTANDING PERSONAL ACHIEVEMENT IN RTW

Commendations to:

Brian Burnett, SA Police

Tina Hewkin, SA Police

Dwaine Bennetts, Holden

Winner

Bill Leonard, Santos

SERVICE PROVIDER OF THE YEAR

Winner

Lyn Hutchings, WCD Workers Compensation Solutions, nominated by Philmac

SUPPLIER OF CONTRACTOR EXCELLENCE SPONSORED BY WPM CONSULTING

Winner

SA Water North-South Interconnector Project

Right: String Fever entertains the crowd.

Lyn Hutchings of WCD Workers Compensation Solutions – proud winner of the 2012 Service Provider of the Year Award.

Acoustic Juice gets the crowd dancing.



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