

Self Insurers of South Australia Inc

Annual Report 2014-15



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Robin Shaw, Manager

Annual Report 2014-15

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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 Return to Work Act 2014.

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 celebrated its 30th birthday.

SISA is recognised as the sole representative organisation for South Australian 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 return to work 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 in the National Council of Self-insurers since the Council's inception.

About self insurance

Self-insurance in the context of the South Australian return to work 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 return to work management.

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 ReturnToWorkSA and its claims agents.

A self-insurer is still subject to regulatory control by ReturnToWorkSA because under the legislation, ReturnToWorkSA 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 ReturnToWorkSA and pay into an insolvency fund held by ReturnToWorkSA 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 ReturnToWorkSA (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 the Board of ReturnToWorkSA or its delegate and cannot exceed five years. There are various conditions an employer must meet before self-insurance can be granted. After the initial grant period, the self-insurance grant can be renewed provided the self-insurer continues to meet the various conditions and performance standards.

ReturnToWorkSA 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 contains all of the legislative and policy requirements of all aspects of self-insurance, and it can be accessed via www.rtwsa.com or www.sisa.net.au.

Chair's Report

In my report to you last year, as the Return to Work Bill 2014 was in development, I suggested that the Government would have a very difficult task to produce a viable scheme while at the same time balancing the needs and wants of both the business community and worker representatives – what is in the interests of the scheme may not be fully aligned with any balance that is achieved between the stakeholder interests.

With the Return to Work Act 2014 now a reality, it seems that we have come up with that inevitable consequence of stakeholder-driven legislative development – something that nobody is altogether happy with. As I write this, it is too early to assess how the broader scheme will shake out in terms of funding, premium rates and the like. But there is no doubt that self-insurers face an increase in lump sum liabilities with no corresponding saving elsewhere. While the premium-paying scheme may have benefited significantly through the amputation of its claims tail via the 2-year cap on weekly payments, self-insurers generally had few, if any, 'tail' claims.



It seems ironic that the legislation designed to turn a poor-performing insurance scheme around may end up penalising those who performed well under the now-repealed Act.

With that said, I must acknowledge and express appreciation for the manner in which the Government involved SISA in the development of the Bill from an early stage. While the involvement was in strictest confidence (in the sense that the Executive Committee and members of SISA were not

given access to the draft Bill), it nevertheless gave our Manager, Robin Shaw, long exposure to the developing Bill and a close understanding of the Bill and the discussions that it engendered.

While the situation was notably uncomfortable for Robin, it provided SISA, through him, a detailed knowledge of what to expect before the Bill was tabled and provided a major boost to our ability to be ready with training and resources before the Bill became an Act.

Regardless of how we greet the content of the new Act, I think that SISA members can say that they received from SISA the highest level of preparation that was possible. This included:

- Provision of a prototype standard letter set
- 7-module training course, heavily subsidised by SISA
- On-line versions of the training modules
- Major contributions to the public sector's preparations via its 2 day seminar
- Specialised training for human resources managers on the implications of section 18 and related matters
- Progress reports and update presentations by SISA and the Corporation at general meetings
- Written guides to the RTW Act and Regulations

We estimate that the total expenditure of members' funds on these measures has run to around \$90,000. It is also likely that members who adopted the standard letter set rather than funding development of their own saved around a further \$10,000-\$15,000.

All in all, it would be fair to say that SISA members received better than the normal good value for their member fees in 2014-15.

I must also mark the excellent working relationship we have with the other employer organisations.

The trust in that relationship was heavily relied on during the development of the new Act. SISA was one of only 3 employer organisations entrusted with the draft Bill before it was tabled in Parliament, the others being Business SA and Ai Group. The fact that the other associations were willing to entrust the 3 to represent their interests is an example of what makes the level of employer stakeholder collaboration in South Australia unequalled in Australia.

During the year we have continued to work with ReturnToWorkSA CEO Greg McCarthy and his general management team. SISA is highly appreciative of the approachability and openness to discussion on topics of mutual interest that Greg and his team regularly demonstrate. It would be fair to say that compared with what occurs elsewhere, our relationship with the Corporation is transparent, balanced and collaborative.

A number of operational level issues were also a focus for us in 2014-15:

- Ongoing discussion of the performance evaluation process resulting in major changes to the Code of Conduct and more particularly the performance standards.
- Continued monitoring and advising on the impact 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 WHS guidance material by Safe Work Australia.
- Consideration and discussion of updates to the various medical, allied health and other fee schedules.
- Assisting ACCI with evidence pertaining to hearings in the Fair Work Commission dealing with the make-up pay provisions of modern awards under the Commonwealth Fair Work Act 2009.
- Participation in the statutory committee appointed to select the Independent Medical Advisers under the Return to Work Act 2014.
- Giving presentations to members, including the LGA Scheme and the public sector, on aspects of the Return to Work Act 2014 and the revised Code of Conduct.
- Attending the inaugural sitting of the SA Employment Tribunal.

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.

This will be my last report as SISA Chair. I am stepping down after 4 years in the role and want to extend my personal thanks to Robin and Christine, all the members and former members of the Executive Committee and more broadly the members of SISA for all the support and assistance I have received.



Rob Edwards
Chair

Manager's Report

As our Chair has reported, much of the year's operational time and resources have been occupied by development, debate and implementation of the Return to Work Act 2014 and its supporting regulations and instruments.

Practically all of the development and debate took place behind closed doors, especially discussions with the Minister and his staff and the few unions entrusted with the draft Bill. While this did not detract from the robustness or sophistication of the debate, I admit I found it burdensome in the sense that it required the work to be done entirely on the trust, not only of the Executive Committee, but the entire membership of SISA, and indeed the numerous other industry associations that looked to us for leadership and advice.

This flew squarely in the face of my personal drive to ensure that SISA members are the best informed employers in the State in terms of developments in work health and safety and return to work law and policy. The secrecy was externally imposed, and while the final product probably fell short of what we would consider the optimum, SISA did the best it could for its members.

In last year's report I quoted Saxe's maxim and will do so again, as it is again apt for what has transpired - "Laws, like sausages, cease to inspire respect in proportion as we know how they are made..." And I repeat my endorsement of our Chair's comments in last year's report about the political process not being the ideal way to design sustainable and technically robust statutory personal injury schemes.



My review of these events could not be complete without acknowledging, first the willingness of the Minister, Hon John Rau MP, to entrust SISA as one of only three employer organisations selected to review and discuss the draft Bill. Second, Rick Cairney (Business SA) and Steve Myatt (AiGroup), the other two individuals that formed our team of 3, for their support and

close collaboration. And thirdly, to the three union representatives who were similarly entrusted, for their time, efforts and calm and rational approach.

Fourthly, to our legal advisers, who invested much time in supporting us and providing rapid responses, opinions and explanations, no doubt at some disruption to their normal flow of business.

It would be fair to say that the end result was an Act that nobody was altogether happy with, perhaps with the exception of the Government. Politically that might be considered an equitable result. I am not sure I subscribe to the notion that that automatically means that it is the optimum result. I fear that some elements of the new Act will be found to be unworkable, or worse, perverse in their effects. But Bismarck observed that politics is not an exact science, rather it is the art of the possible. We have seen clear evidence of that in more recent moves to unravel some aspects of the new Act's quite clearly drafted transitional provisions on the grounds of 'fairness'.

'Fairness' it seems, is a principle that, to some, works only in a single direction.

I often say that SISA's ability to disseminate key information quickly and receive input from members is unmatched by other similar associations. We have a well-deserved reputation for being able to marshal resources to meet short deadlines that sometimes can overwhelm less agile organisations. This stood us in very good stead, both before and after the passage of the new Act. As I never tire of saying, our association is the sum of its parts.

For this reason, along with our early involvement with the draft Bill, SISA has been well-placed to play a key role in preparing its members for the transition to the new Act. Through the provision of the initial standard letters and the 7-module training course, we have been able to flush out a great many important elements of the new Act that were not immediately obvious, not the least being the workers' right to apply for suitable employment. In this connection, I have to acknowledge the efforts of Tony Stone and his team at ASC Training and Development and Danielle Mik and her team at Innovative Training and Recruitment for the planning and facilitation of the training. And to our facilitators who put so much time and effort into development and delivery of the content; a huge thank you – John Walsh (DW Fox Tucker), Mark Keam (KJK Legal), Guy Biddle and Will Snow (Finlayson's), Joe Parisi (Gilchrist Connell) and Jodie Bradbrook (Bradbrook Lawyers) – without your efforts we could not have achieved what we did in such a short time.

On the work health and safety front, this year has been relatively quiet. The report from the scheduled review of the operation of the WHS Act (as required by the Act's transitional provisions) predictably produced no remarkable results. This comes as no real surprise – it will take years of experience with the legislation before we know if it needs adjustment (though I feel sure that it will).

We have also continued our involvement with the National Council of Self-insurers including participation in national level forums and matters under consideration by Safe Work Australia. But apart from technical adjustments to some WHS Codes of Practice, there has been little activity of note.

However, the Federal Government's efforts to change the private sector self-insurance arrangements under Comcare, including the possible removal of the competition test and its replacement with a cross-border test and introduce group licences, has re-awakened interest in national level scheme options. Comcare is once again being looked at as an alternative to State-level self-insurance. I remain of the view that I reported to you last year - that companies considering such a move will be cautious due to the cost of the Comcare scheme. The reforms in South Australia have added to the likelihood that Comcare is more expensive than an amalgam of the State and Territory schemes. On this basis I still don't expect to see a major rush towards Comcare, even if the Bills currently in Federal Parliament are passed.

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 2014-15 we received generous support and we are delighted that Jacob's Creek has committed to major sponsorship of the 2015 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.

SISA has built a reputation as an opinion leader in WHS and return to work 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.

In closing, I note with regret the decision of our Chair of 4 years, Rob Edwards of the LGA Workers Compensation Scheme, to step down from the role at the 2015 AGM. Rob's steady hand on the wheel, wise advice and unflappable approach have made my role as Manager so much more effective. The trust Rob was willing to place in me personally during the development of the Return to Work Act was inspiring and motivating, and to him my thanks for that.



Robin Shaw
Manager

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 continued in 2014-15. The year has seen unprecedented demand for high-value services pertaining to the introduction of the Return to Work Act 2014. As our Chair has pointed out, SISA has to date expended some \$90,000 of member funds on this, thereby delivering a major return to value to members for their investment in their fees.

Without a solid asset base on call, this level of service delivery 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 as ever 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 7th 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.



A handwritten signature in black ink that reads "Tanya Diggins".

Tanya Diggins
Treasurer

SISA Executive Committee 2014-15

CHAIR

Rob Edwards

Manager,
Local Government Association
Workers Compensation Scheme

DEPUTY CHAIR

Matthew Mann

General Manager,
Safety, Health and Environment,
Glencore Grain

TREASURER

Tanya Diggins

Senior OHS Advisor,
Adelaide Manufacturing,
Electrolux Home Products Pty Ltd

MEMBER (FROM OCTOBER 2014)

Sofia Paolo

State Manager SA,
Group TeamCover,
Wesfarmers Ltd

MEMBER (TO JUNE 2014)

Bill Cinnamond

Director,
Public Sector Workers Compensation
Performance, Office of the Public
Sector, Dept of Premier & Cabinet

MEMBER (FROM OCTOBER 2014)

Ian Hutchison

Manager Health Services,
GM Holden Ltd

MEMBER

Mark Linke

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

MEMBER

Sophie Pantelios

Manager,
Strategy Policy and Performance
Workforce Health System
Performance, SA Health

MEMBER (FROM OCTOBER 2014)

Belinda Loh

Manager,
Catholic Church Endowment
Society Inc.

MEMBER

Rachel Webber

Injury and Claims Manager SA,
Boral Ltd

MEMBER

Kerry Piotrowski

Workers Compensation Manager,
Pernod Ricard Winemakers

Executive Committee meeting attendance to 30 June 2015

	Meetings ¹	Attended
Bill Cinnamond	10	8
Tanya Diggins	10	3
Rob Edwards	10	9
Ian Hutchison	8	4
Mark Linke	10	7
Belinda Loh	8	7
Matthew Mann	10	6
Kerry Piotrowski	10	9
Sophie Pantelios	10	8
Sofia Paolo	8	5
Rachel Webber	10	5

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.

The year saw a continuation of the collaboration between ReturnToWorkSA and SISA. The Corporation continues to consult SISA on relevant matters and provide important information direct to self-insurers, an efficient arrangement that SISA supports.

The mutual respect for views was reflected in the process of updating the Code of Conduct, including a revision of injury management standards and adapting it for the Return to Work Act 2014, in the last half of the year.

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 State Government, State Opposition and industry associations. SISA's expertise in workers compensation was acknowledged by the rest of the organised business community in the lead-up to the tabling in Parliament of the Return to Work Bill 2014.

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 2014-15 include:

- The Work Health & Safety Codes of Practice
- The Work Health and Safety (Prosecutions Under Repealed Act) Amendment Bill 2015
- The Return to Work Bill & Act 2014, and its supporting regulations and instruments
- Amendments to the Code of Conduct for Self Insured Employers
- Information pertaining to aspects of the work of SafeWork SA
- News and reports published by various regulators
- Research projects and reports
- Legislative and regulatory reviews, including the review of the operation of the Work Health & Safety Act 2012

- 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 2014-15 these included:

- Introducing an electronic PIA calculation tool for Australia – Dr Clive Hume
- Special Briefing on the Return to Work Bill 2014 - Guy Biddle, Finlaysons
- Early Intervention: The YHY Model for Spinal Care - YHY & Associates Neurosurgery & Spinal Surgery
- Update on the review of the Operation of the SA WHS Act- Robin Stewart-Crompton, Director: RSC Advising Pty Ltd
- Fair Work Commission Anti-Bullying Jurisdiction Update - Commissioner Peter Hampton, Commonwealth Fair Work Commission
- Fraud Awareness: Detect, Deter, Defend - David Williamson – Manager Compliance & Enforcement, WorkCover SA

- Worst Aid to First Aid
– In the Workplace:
Is your workplace ready for a first emergency?
- St John Ambulance
- GEPIC and the Psych IME
- Dr Michael Duke,
Consultant Forensic Psychiatrist
- Injury Connect (Online Injury Management System)
- Glen McIvor & Rebecca Halliday
- Health Uncorked - MPOT/
Access Fitness Team
- Are your staff hiding something from you?
Take Action on Pain
- Julie Black, CEO, Arthritis SA
- Whole Person Impairment
- Trish Bowe, Manager Impairment Assessment Services, Return To Work SA

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 2014-15, all but two South Australian self-insurers were members of SISA.

SISA continuously works to ensure that the role of self-insurance generally and its part in the overall 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 prior to the advent of the Return to Work Act 2014. 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. The 2014 event was cancelled due to low nomination numbers but with the introduction of a streamlined online nomination process, the 2015 event promises to be better than ever.

We also sponsor events that contribute to better understanding of return to work and work health and safety. This included major contributions to the Both Sides of the Fence conference and the Passport to Safety program.

Report of progress towards our constitutional objectives (continued)

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

During the year, SISA has provided reports, responses and submissions to the following:

- Return to Work Bill 2014, its regulations, instruments and transitional Bills
- Amendments to the Code of Conduct for Self Insured Employers, including the performance standards
- Changes to the medical, allied health and other fee schedules
- Review of the operation of the SA WHS Act 2012

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.

In addition to the presentations at general meetings and Closing the Loop, in 2014-15, SISA has collaborated with Innovative Training & Recruitment and ASC Training and Development for the delivery of structured and integrated training in key aspects of the Return to Work Act 2014. The training was tailored to suit member needs and was delivered in small, interactive groups on an iterative basis by experienced legal practitioners and key guest speakers, including the State Ombudsman, key staff of ReturntoWorkSA and the CEO of the Lifetime Support Authority. The cost of the training was 60% covered by SISA as a value-add for its members. The training also attracted a range of non-members and regulatory staff, who paid the full (un-subsidised) price.

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 2014-15. 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 cost of premiums and quality of service continue to be cited as a primary driver of the interest.

The Self Insurer Insolvency Contribution Aggregate

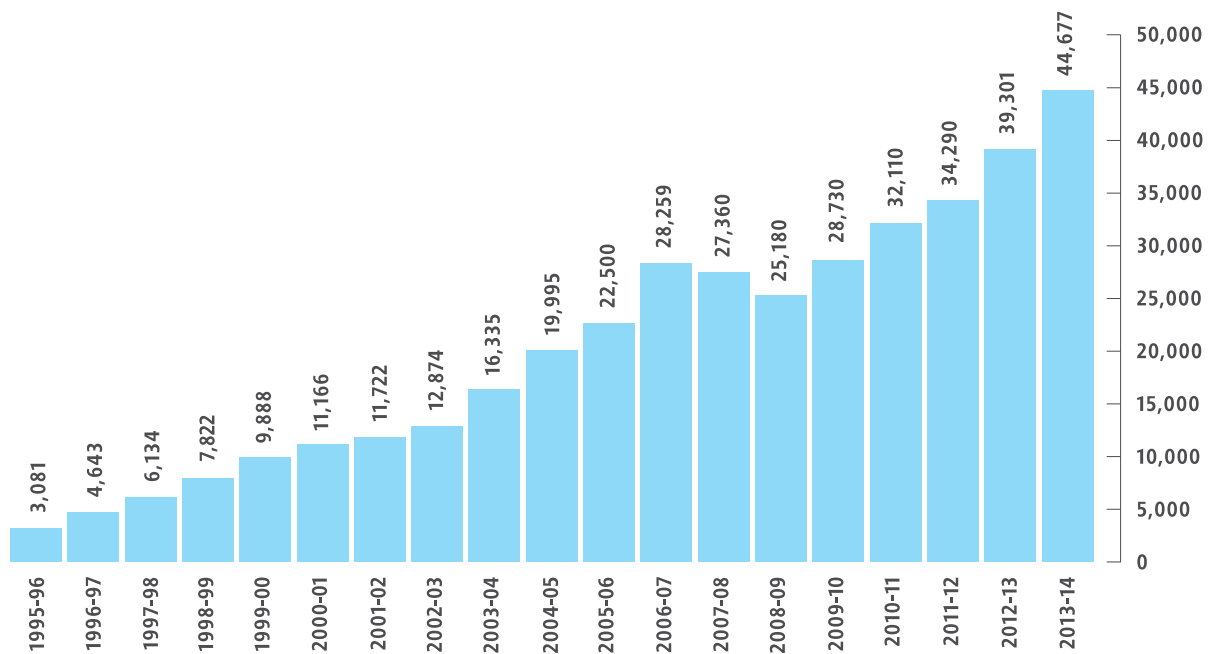
The Self-insurer Insolvency Contribution Aggregate (SIICA) was previously known as the Exempt Employer Reserve Account (EERA) and the Self Insured Employer Reserve Account (SIERA).

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 1996-2014 (\$)
Source - WorkCoverSA annual reports/RTWSA

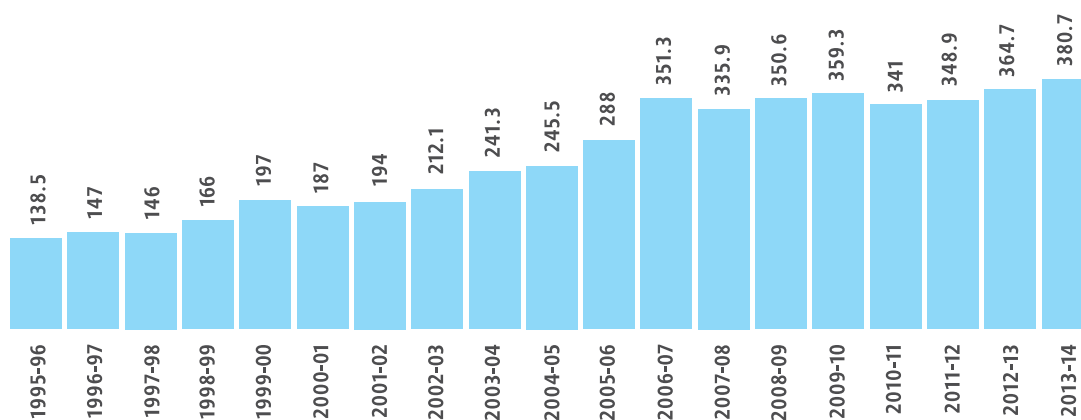


Self Insurer Financial Guarantees

In addition to the SIICA funds, as at 30 June 2014, ReturnToWorkSA held financial guarantees from private sector self-insurers totalling \$380.7 million. The trend in total value of guarantees appears to have started to increase in recent years, suggesting a combination of increasing number of private sector self-insurers and underlying claim inflation.

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 ReturnToWorkSA 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



Full Members – SISA membership as at 30 June 2015

Accolade Wines Australia Ltd	David Jones Ltd	Lion Ltd	Teys Australia Naracoorte Pty Ltd
ACH Group Inc Adelaide Brighton Ltd	Department for Communities and Social Inclusion	Little Company of Mary Health Care Ltd	Toll Holdings Limited
Adelaide Casino	Department for Correctional Services	Local Government Association Workers Compensation Scheme	Toyoda Gosei Australia Pty Ltd
Advertiser Newspapers Pty Ltd	Department for Education & Child Development	Myer Pty Ltd	Transfield Services (Australia) Pty Ltd
Alinta Energy Ltd	Department for Health & the Ageing	Nyrstar Port Pirie Pty Ltd	Treasury Wine Estates Ltd
ANZ Banking Group Ltd	Department for Planning, Transport & Infrastructure	Origin Energy Ltd	University of Adelaide
Arnott's Biscuits Ltd	Detmold Group	Pernod Ricard Winemakers	University of South Australia
Arrium Ltd	Drakes Supermarkets	Philmac Pty Ltd	Utilities Management Pty Ltd
Arrowcrest Group Pty Ltd	ECH Inc	Public Sector Workforce Relations	Viterra Ltd
ASC Pty Ltd	Eldercare Inc	Randstad Pty Ltd	Wesfarmers
BHP Billiton	ElectraNet	Resthaven Inc	Westpac Banking Corporation
Bluescope Steel Ltd	Electrolux Home Products	Royal Automobile Association of SA Inc	
Boral Limited	Equity & Advisory	SA Power Networks	
Bridgestone Australia Ltd	Flinders University of South Australia	SA Water Corporation	
Carter Holt Harvey Building Products Pty Ltd	Fullarton Lutheran Homes	Samuel Smith & Son Pty Ltd	
Catholic Church Endowment Society Inc	Healthscope Ltd	Santos Ltd	
Coca-Cola Amatil (Australia) Pty Ltd	Holcim (Australia) Holdings Pty Ltd	Schneider Electric (Australia) Pty Ltd	
Competitive Foods Pty Ltd	Holden Ltd	Skilled Group	
	Inghams Enterprises Pty Ltd	Smiths Snackfoods Co	
	Intercast & Forge	SMR Automotive Australia Pty Ltd	
	James Brown Memorial Trust Inc	Southern Cross Care (SA & NT) Inc	
	Justice Portfolio Services Division	Stamford Hotels & Resorts	
	Kimberly-Clark Australia Pty Ltd		

Associate Members – SISA membership as at 30 June 2015

ACHA	Gallagher Bassett Services Pty Ltd	People Vision	SISA membership numbers 2014-15
Ahrens Group	Gilchrist Connell Lawyers	Pinnacle Workplace Consultants Pty Ltd	
Anglicare SA	Helping Hand Aged Care	QBE Australia Insurance Ltd	Full members
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