



Self Insurers of South Australia Inc

Annual Report 2015-16

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

Robin Shaw, Manager

Annual Report 2015-16

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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.

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 standards 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, health, 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 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 the 2014-15 annual report, my predecessor as Chair of SISA noted that the Return to Work Act 2014 had not long commenced and it was at that time too early to assess how the premium-paying side of the scheme would perform in terms of funding, average premium rates and return to work outcomes.

He also noted that self-insurers faced an increase in lump sum liabilities with no corresponding saving elsewhere; leading to the irony of legislation designed to turn a poor-performing insurance scheme around actually penalising the self-insurers who performed well under the repealed Act.

In reflecting on the year since then, it is obvious that it is still much too early to pass any sort of judgement on the ultimate viability of the new scheme. The general rule is that it takes 5 to 10 years for major scheme overhauls like this to mature and stabilise.

And it is not just an economic definition of viability. A question mark must also hang on the ultimate political viability of the Act. Already we have seen changes to the RTW Regulations after plaintiff lawyers approached the Government with what they saw as flaws in the transitional arrangements that could lead to 'unfair' outcomes for workers. Likewise we have seen the very recent motion in the Legislative Council to have a select committee review a long list of aspects of the RTW Act and its impacts on workers. All this is quite apart from the 3-year review of the Act specified by the Act itself. Regardless of the fact that even at 3 years, it will still be too early to accurately assess the long-term shape of the scheme, the challenge is primarily for the Government – having invested so much in establishing the new scheme, will it be able to hold the line against what is sure to be a highly charged debate about what is 'fair' and what is 'affordable'?

In the meantime, we watch with interest as the SA Employment Tribunal ramps up its task of interpreting this new and largely untested legislation.

The other area worthy of comment is the as-yet unresolved issue of the ReturnToWorkSA policy on self-insurance. I will leave it for Robin to describe the SISA response in detail in his report, but I am moved to comment that it is disappointing to observe how, after some years of high levels of collaboration and respect, the senior management of RTWSA appeared to embark on a campaign to reduce the level of private sector self-insurance in the State. This was firstly by a series of premium-related enticements and then a much more heavy-handed attempt to force changes to the policy primarily involving employee number requirements and the minimum financial guarantee.

Quite aside from the need to deal with what we considered to be a contrived case to protect a Fund that is already by far the best protected in the country, we struggled with the motivation behind it. In particular:

- Since the scheme was well into surplus as a result of improved performance and the advent of the RTW Act, a simple grab for premiums did not make sense – the increment of premium to be gained was small compared to the annual premium collection.
- The Corporation has over the years repeatedly had actuarial analysis done that shows that the current levels of self-insurance are not only not a risk to the Fund but may actually help to reduce the average premium rate.

Whatever the case, it was made clear to those seeking to erode the level of self-insurance, not for the first time, that self-insurers value their status very highly and will not surrender it willingly as long as it remains the preferred model for WHS and RTW management. I think the members of SISA can be pleased with the manner in which this organisation mobilised and how that point was driven home.

At the time of writing, we still face a regulation to increase the minimum guarantee, albeit by a much smaller amount. SISA will of course seek to complete its defence of its members' interests by seeking the disallowance of that regulation.

Overall, the entire episode has affected the level of trust between SISA and the Corporation. While we will continue to work as collaboratively as we can within the confines of members' interests, we can't at this stage be sure that there is still not a will on the Corporation's part to force a reduction in the level of self-insurance. On that basis we will remain on the alert for further efforts in this direction.

SISA always 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 must also express appreciation for the work of Robin and Christine at the SISA office. Whilst we were anticipating a relatively quiet year, this clearly did not eventuate, and their efforts have provided the focal point for yet another strong year of advocacy and member service for SISA. Thanks also for the hard work and support of the Executive Committee members including those who stepped down from the Executive Committee during the year due to work requirements. The collective experience along with the fresh approaches of this group will continue to ensure SISA remains vibrant and relevant.

In particular, I acknowledge and thank Rob Edwards, who has stepped down both as Chair and as a Committee member after 20 years of continuous service to SISA. Rob's contributions to the association have been beyond measure and we wish him well in his retirement and travels.



Matthew Mann
Chair

Manager's Report



Last year I commented that the RTW Act as it emerged from Parliament was something that nobody was completely happy with, perhaps with the exception of the Government. I further expressed a fear that some elements of the new Act will be found to be unworkable, or worse, perverse in their effects.

We do not as yet have evidence that my fear is well-founded, though the outcomes of the Walmsley case, which dealt with the worker's right to apply for suitable employment under s.18(3) of the Act, don't in my view bode well for the ultimate workability of that subsection.

In a similar vein, we have seen other cases such as Pennington attracting comments from our judiciary that the outcome of that case, although clearly defined by the law, was 'unfair'. 'Fairness' it seems, is a principle that, to some, works only in a single direction. Had Ms Pennington gained access to a further 2 years of weekly payments, it is possible that the impact of that on the pre-injury employer's premiums might have cost another employee their job. Is that fair? The Full Bench in Pennington certainly stated that judicial officers should avoid substituting their notions of social justice for clear statutory interpretation, they went on to call their conclusions 'unfair'. The consequence of that was, perhaps inevitably, a Bill seeking to break down the clarity of the RTW Act transitional provisions.

We always predicted that the RTW Act would come under attack by those who disagreed with some of its provisions, so these developments come as no surprise. It is, however, disappointing to me that a few Members of Parliament do not have the foresight to recognise that if allowed to operate unmolested for a few years, the RTW Act is likely to result in more people returning to work rather than suffering the adverse, (and well researched and documented), health effects of extended periods on compensation. As long as the focus is on getting as much money for as long as possible and not the human outcomes, the efforts of those who claim to advocate for workers are actually acting against their long-term interests.

One of the larger 'unknowns' remains the interpretation of section 18(3) of the RTW Act. With only a single case of substance to work from (Walmsley), I don't think we are all that much the wiser. While that decision did not, in my view, do workers generally much long-term good, I suspect that most s.18(3) matters that go to dispute will largely turn on their own facts. This raises the question as to whether any clear precedent will ever be established.

My own conclusion is s.18(3) may prove to be unworkable in the long term and will require legislative action to clarify or remove it.

Otherwise, judging from the relatively subdued atmosphere in the last 6 months, members are quietly going about the business of implementing the Act as we can best understand it and waiting for more case law to emerge. On that front, from what I have heard from our legal advisers, the SA Employment Tribunal has maintained its focus on dealing with matters expeditiously and efficiently, which is something we can all applaud.

Less welcome were the efforts by the Board of RTWSA during the year to impose onerous requirements for financial guarantees and employee numbers on self-insurers. Without repeating the facts of the matter, the response of SISA and its members was clear and unequivocal. While the matter is, at the time of writing, not fully resolved, we can only hope that all concerned, Board included, recognise that self-insurance is something that is tightly-held by our members and is not a risk to the scheme. The Compensation Fund is amply protected by the current prudential measures.

On the work health and safety front, this year has been relatively quiet, as was last year. SISA has maintained its contact with SafeWork SA as it has continued its restructure. What the long-term outcomes of all that are we will see in due course.

We have also continued our involvement with the National Council of Self-insurers and its participation in national level forums and matters under consideration by Safe Work Australia. But apart from technical adjustments to some WHS legislation, 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, among other things, have largely failed to materialise as the Bills that were in the Senate lapsed when Federal Parliament was prorogued for the last election. With the Senate once again a difficult proposition for Government legislation, it's hard to see these matters being revived or advanced in this Parliamentary term. Between that and the relative generosity of the benefit structure, I can't see Comcare self-insurance being attractive to cross-border organisations, despite the difficulties of dealing with multiple regulators.

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

I must also recognise and thank our sponsors, without whom our organisation could not achieve what it does. In 2015-16 we received generous support and we are delighted that Jacob's Creek has committed to major sponsorship of the 2016 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.

Finally I add my personal condolences to the family, friends and colleagues of Lindsay Beard, whose untimely passing was a shock to us all. Lindsay and I worked together at the old WorkCover for about 10 years and we collaborated for another 9 years since I took up my role at SISA. His loss will be long felt.

A handwritten signature in black ink, appearing to read 'R. Shaw'.

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 2015-16. The year has seen further investment in communication and website improvements, an initiative that is continuing.

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 8th 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.



Rachel Webber

Treasurer

SISA Executive Committee 2015-16

CHAIR

TO OCTOBER 2015

Rob Edwards

Manager,
Local Government Association
Workers Compensation Scheme

CHAIR

FROM OCTOBER 2015

Matthew Mann

General Manager,
Safety, Health and Environment,
Viterra/Glencore Grain

DEPUTY CHAIR

(TO OCTOBER 2015)

Matthew Mann

General Manager,
Safety, Health and Environment,
Viterra/Glencore Grain

DEPUTY CHAIR

FROM OCTOBER 2015

Ian Hutchison

Manager Health Services,
GM Holden Ltd

TREASURER

TO OCTOBER 2015

Tanya Diggins

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

TREASURER

FROM OCTOBER 2015

Rachel Webber

Work Fit Manager SA/NT,
Boral Ltd

MEMBER

TO APRIL 2016

Sofia Mavratzas

State Manager SA,
Group TeamCover, Wesfarmers Ltd

MEMBER

Mark Linke

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

MEMBER

TO OCTOBER 2015

Sophie Pantelios

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

MEMBER

FROM OCTOBER 2015

Jon Davis

Injury Management Strategist,
Department for Health & Ageing

MEMBER

Belinda Loh

Manager Workers' Compensation &
Injury Management SA, NT & TAS,
Catholic Church Insurance Ltd

MEMBER

TO DECEMBER 2015

Kerry Piotrowski

Workers Compensation Manager,
Pernod Ricard Winemakers

MEMBER

FROM DECEMBER 2015

Dorota Clausen

Sustainability Manager,
Australia, Pernod Ricard Winemakers

MEMBER

FROM OCTOBER 2015

Stephen Thomas

Manager WHS&IM & Self-Insurance,
James Brown Memorial Trust Inc

MEMBER

FROM APRIL 2016

Stevie Sanders

WHS Manager,
LGA Workers Compensation Scheme

Executive Committee meeting attendance to 30 June 2016

	Meetings	Attended
Dorota Clausen	5	1
Jon Davis	7	6
Tanya Diggins	11	6
Rob Edwards	10	8
Ian Hutchison	11	11
Mark Linke	11	7
Belinda Loh	11	8
Matthew Mann	11	10
Sofia Mavratzas	9	7
Kerry Piotrowski	6	5
Sophie Pantelios	4	3
Stevie Sanders	2	1
Stephen Thomas	7	7
Rachel Webber	11	9

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 consultative relationship between ReturnToWorkSA and SISA. The proposed changes to the policy on self-insurance was a challenge to SISA and its members that was met with energy. Nevertheless, RTWSA through its consultation process acknowledged SISA as the peak self-insurer body within SA and communicated with us accordingly.

The Corporation continues to consult SISA on relevant matters and provide important information direct to self-insurers, an efficient arrangement that SISA supports.

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 is acknowledged by the rest of the organised business community as the implementation of the Return to Work Act 2014 continues and other relevant Bills are being tabled in Parliament.

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 2015-16 include:

- The Return to Work & Act 2014, and its supporting regulations and instruments
- Amendments to the Code of Conduct for Self Insured Employers
- Gazette notices
- Decisions of the SA Employment Tribunal
- Proposals to expand the SA Employment Tribunal
- Proposals by the Tax Office to tax income redemption lump sums

- The Work Health & Safety (Industrial Manslaughter) Amendment Bill 2015
- The Police (Return to Work) Amendment Bill 2015
- The Long Service Leave (Calculation of Average Weekly Earnings) Amendment Bill 2015
- The Statutes Amendment (Industrial Relations Consultative Council) Bill 2015
- Information pertaining to the restructure of SafeWork SA
- News and reports published by State and Federal regulators
- Consultation and discussion papers issued by State and Federal regulators
- Codes of Practice and guidance issued by Safe Work Australia
- 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:

- Fran Michelizzi, Manager Independent Services RTW SA & Wayne Lines, Ombudsman SA: Section 180 of the RTW Act
- Martin Walsh, Integrated Trauma Recovery Services: Managing Overprotective Psychologists
- Joe Parisi, Principal, Gilchrist Connell Lawyers: Section 18 of the RTWA - An Update
- Marcia Vernon, Director, Health & RTW services, Scheme Improvement & Regulations RTW SA & Dr Gavin Shepherd, Occupational & Environmental Physician – RTW SA: A fresh approach to engaging and supporting doctors in our scheme
- Brendan Doyle, Operations Director, Global Safety Index: Shared Learning through Data Analytics
- Sarah Riseley & Matt May, dorsaVi: Wearable sensor technology and its role in reducing manual handling injuries
- Rob Aurbach, President and Principal Consultant, Uncommon Approach: Thinking Ahead: The Brain that Changes
- Joel Zyngier, Special Counsel, Gilchrist Connell Legal: Know the risks: arrange pre-employment medicals but use them with care
- Guy Biddle, Partner, Finlaysons: WHS Act – update and emerging trends
- Will Snow, Finlaysons: Social Media: How social media impacts employment and injury in daily practice.
- Michael Francis RTW SA: Use of Contract Labour and 3rd Party Recoveries

- Julianne Flower RTWSA: Electronic Work Capacity Certificate and the ReConnect program
- Moira Jenkins – Aboto Psychology & Workplace Conflict Management Services: Mitigating the risks of bullying and harassment – what does the evidence say and how do we do it?

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 2015-16, 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. It currently holds the position of NCSI Deputy Chair.

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 2015 event was very successful.

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.

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:

- Work Health & Safety (Industrial Manslaughter) Amendment Bill 2015
- Police (Return to Work) Amendment Bill 2015
- Long Service Leave (Calculation of Average Weekly Earnings) Amendment Bill 2015
- Statutes Amendment (Industrial Relations Consultative Council) Bill 2015
- Statutes Amendment (South Australian Employment Tribunal) Bill 2016
- Return to Work (Transitional Arrangements) (Administration) Regulations 2015
- Return to Work (Transitional Arrangements) (General) Regulations 2015
- Amendments to the Code of Conduct for Self Insured Employers, including the performance standards
- Changes to the medical, allied health and other fee schedules
- Parliamentary Committee on Occupational Safety, Rehabilitation and Compensation inquiry into the Work Health & Safety (Industrial Manslaughter) Amendment Bill 2015

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 2015-16, SISA has collaborated with ASC Training and Development for the delivery of further update 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.

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 2015-16. This has included meetings with 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.

It was with profound sadness that the Executive Committee and members of SISA learned of the sudden and premature passing of Lindsay Beard in July 2016.

Lindsay served the scheme and self-insurers for over 20 years. His assistance, knowledge and collaborative approach was appreciated by our members and he will be sorely missed.

To Lindsay's family, friends and colleagues, we extend our sincere condolences.

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).

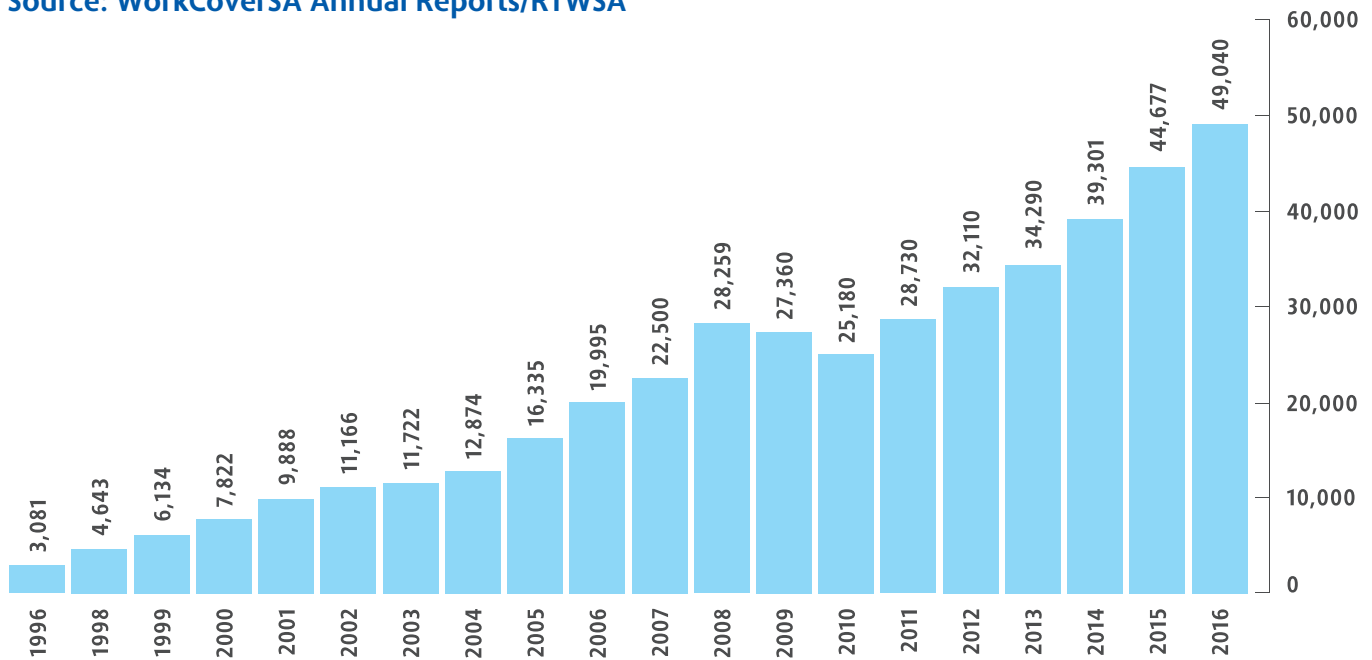
The Exempt Employer Reserve Account commenced on 1 January 1996. Its purpose is to protect the Compensation Fund from losses stemming from shortfalls in financial guarantees in the event of a self-insurer becoming insolvent. It was renamed the SIICA in 2007 after WorkCover revised the arrangements based 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 1996-2015 (\$'000) – As at 30 June

Source: WorkCoverSA Annual Reports/RTWSA

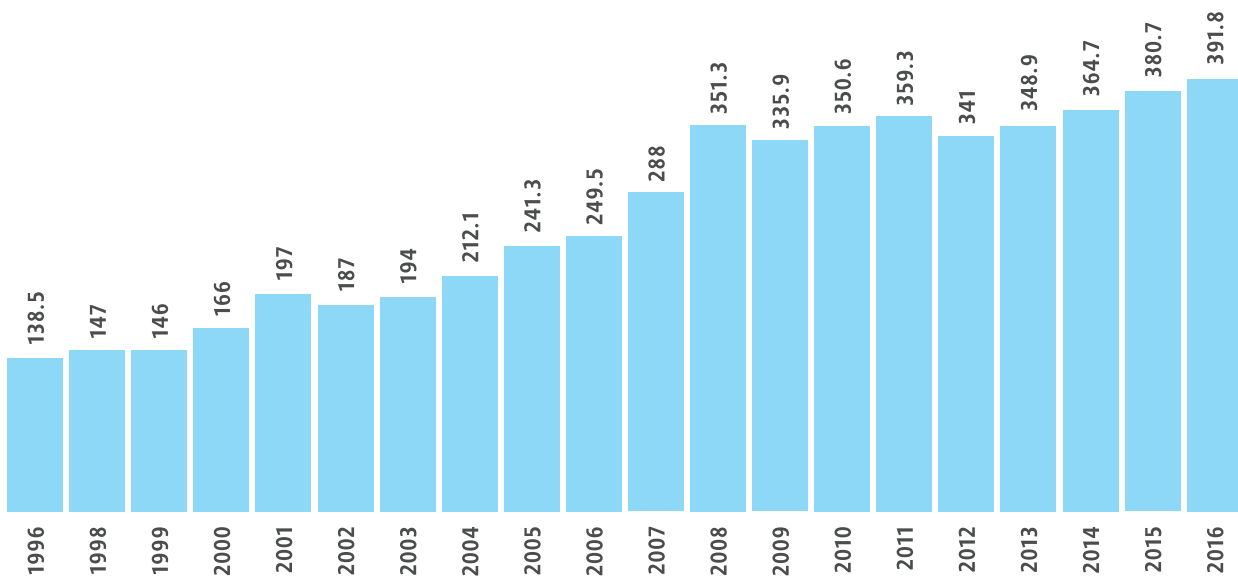


Self-insurer Financial Guarantees

In addition to the SIICA funds, as at 30 June 2015, ReturnToWorkSA held financial guarantees from private sector self-insurers totalling \$391.8 million. The figure for 30 June 2015 was \$380.8 million. The historically increasing trend in total value of guarantees has been reversed in 2015-16, possibly as a result of legislative changes and reducing overall claim liabilities.

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 38% of the scheme by remuneration. This means that ReturnToWorkSA is exposed to contingent liabilities from private sector self-insurers representing only about 19% 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 RTWSA (\$m) – As at 30 June
Source: WorkCover SA/RTWSA Annual Reports



Full Members: SISA membership as at 30 June 2016

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

Associate Members: SISA membership as at 30 June 2016

Adelaide City Council	InjuryConnect	Sparke Helmore Lawyers
Ahrens Group	International Spine Centre	St Basil's Homes (SA)
Anglicare SA	Interwork (Part of WISE Employment)	St John Ambulance Australia SA Inc
APA Group	IPAR Rehabilitation	Stratton Safety
Applied Innovative Services	Italian Benevolent Foundation SA Inc. T/A Bene Aged Care	tafeSA
ASC Training & Development Pty Ltd	Jardine Lloyd Thompson Pty Ltd	Thomas Foods International Murray Bridge Pty Ltd
Atsira Occupational Therapy Pty Ltd	Kiikstart	Uniting Care Wesley Port Adelaide Inc
Aurecon Australasia Pty Ltd	KJK Legal	Uniting Communities
Beckmann & Associates	Konekt Australia Pty Ltd	Verifact (SA) Pty Ltd
Bradbrook Lawyers	Lawson Risk Management Services Pty Ltd	Vocational Management Services
Business SA (SA Chamber of Commerce & Industry)	Liberty International Underwriters	Walsh & Associates
Corporate Health Group Pty Ltd	Life Care – Churches of Christ	WCD Workers Compensation Solutions Pty Ltd
Department of Environment, Water & Natural Resources	Medico Legal Assessment Australia Pty Ltd	
Department of State Development	MLCOA	
DP Workplace Solutions Pty Ltd	Motor Accident Commission	
Dr Marty Ewer	MPOT Pty Ltd	
Duddy Shopov Lawyers	Multiple Solutions	
DW Fox Tucker Lawyers	Natalie Bottroff & Associates	
Employers Mutual Ltd	O'Loughlins Lawyers	
eReports	Organisational Health Services (Aust) Pty Ltd	
Finlaysons Lawyers	PeopleVision	
Flinders Ports South Australia	Pinnacle Workplace Consultants Pty Ltd	
ForestrySA	QBE Australia Insurance Ltd	
G4S Compliance & Investigations	Recovre Group	
Gallagher Bassett Services Pty Ltd	Renewal SA	
Gilchrist Connell Lawyers	SHAW Mediation Australia	
IMO Pty Ltd	Smart Health Training and Services	

SISA membership numbers 2015-16

Full members

As at 30 June 2015 76

As at 30 June 2016 78

Associate members

As at 30 June 2015 66

As at 30 June 2016 66



The members of SISA congratulate the 2015 SISA Award winners.

SELF INSURED EMPLOYER OF THE YEAR sponsored by QBE

Winner

Treasury Wine Estates



BEST WORK HEALTH & SAFETY SOLUTION sponsored by Bradbrook Lawyers

Winner

Treasury Wine Estates:

Wrattenbully South Vineyards for their Mobile Hydraulic Work Bench and Power Supply Unit



Judges' Commendations to Artlab Australia, SA Health Workfit Services and Bridgestone

OUTSTANDING EMPLOYEE CONTRIBUTION TO WORK HEALTH & SAFETY OR RETURN TO WORK
sponsored by SISA

Winner

Shane Collins, Viterra



OUTSTANDING PERSONAL ACHIEVEMENT IN RETURN TO WORK sponsored by KJK Legal

Winner

Matt Poole – Pernod-Ricard Winemakers



SERVICE PROVIDER OF THE YEAR sponsored by eReports

Joint Winners

Direct OT and nb&a Rehab



HONORARY LIFE MEMBERSHIP OF SISA FOR EXTRAORDINARY SERVICE TO THE ASSOCIATION

Joint Recipients

Steve Standen and Glyn Williams



The Executive Committee and members of SISA congratulate Steve Standen and Glyn Williams on being awarded Honorary Life Membership of SISA for extraordinary service to the association. The awards were presented at the 2015 SISA Awards Dinner.

SISA wishes to thank our sponsors for their generous support in 2015-16

