



Self Insurers of South Australia Inc

Annual Report 2016–17

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 2016–17

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About SISA

The Self-insurers of South Australia (SISA) is an incorporated association whose members are South Australia's largest employers that are self-insured under the Return to Work Act 2014.

Our membership represents about 39% 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 claims made under the Return to Work Act 2014 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 the 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 last year's annual report, I observed that it was still much too early to pass any sort of judgement on the ultimate viability of the Return to Work Act and scheme. The general rule is that it takes 5 to 10 years for major scheme overhauls like this to mature and stabilise. Not much has changed since then, as we observe the flow of case law emerging from the SA Employment Tribunal.

The Parliamentary Committee on Occupational Safety, Rehabilitation and Compensation agreed with this view in the interim report on its inquiry into the Act and scheme. That inquiry remains active at the time I write this.

It is true that some of the case law dealing with whole person impairment is probably not optimal from a self-insurance standpoint. Given that the current Act brought with it increased liabilities for many self-insurers due to the lump sum provisions, any untoward developments in the whole person impairment space must be carefully observed.

The other matter I wrote of last year was the issue of the ReturnToWorkSA policy on self-insurance, which at that time was unresolved. I commented that it was disappointing that RTWSA appeared to embark on a campaign to reduce the level of private sector self-insurance in the State despite the lack of evidence that this was necessary.

SISA mobilised and made it 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. The members particularly under threat also reacted as we expected and I think the members of SISA can be pleased with the outcome – not only was there no increase in the minimum guarantee, but the reduction of the guarantee scaling factor was implemented.

The dust had not long settled on this private sector policy debate when the State Government embarked on a plan to remove self-insurance from the public sector and hand its claims management to RTWSA and its agents. Once again SISA took up the mantle on behalf of self-insurance. The amending legislation that would have enabled the Government to proceed with its plan was narrowly defeated in the Legislative Council after lobbying by an unusual alliance of SISA, key unions and bodies representing legal practitioners.

It should be noted that throughout this protracted exercise, SISA at no time suggested that RTWSA and its agents were not capable of doing the work. Our position was based on the self-evident principle that no centrally-controlled third party mass management arrangement can deliver as good a result as self-insurance and workplace-based management in such a large and diverse market as the public sector. The insured scheme is optimised for smaller employers and no doubt delivers good results for them and their employees.

It was this fundamental difference that the Government seemed to be unable or unwilling to grasp. And it was this ignoring of overwhelming evidence against its plan that led many to believe that there was an ulterior motive involved.

At the time of writing we hear that there is still planning going on for some sort of change to the public sector arrangements to which SISA says 'It isn't broken, so don't fix it'. We can nevertheless rest with knowing that without legislative amendment or the authority to sub-delegate powers, the public sector self-insurance status remains intact.

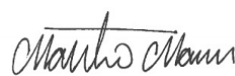
In contrast with the return to work front, it has been a very quiet year from a work health and safety perspective with little of note to comment on.

Overall, I think SISA has proved conclusively in the past 18 months that when called upon, it can ably protect its members' interests. Having staved off a policy attack that would have cost over 20 private sector members their self-insurance in 2016, this year a legislative attack that would have taken self-insurance away from half of the entire self-insurer population – the public sector – was likewise fended off. Members can be confident that SISA gets the important things done.

2017-18 will see further changes in the SISA member landscape as some of our manufacturing members cease operations and wind down. At the same time we are seeing new self-insurers and applicants emerging. Congratulations to our latest successful applicants Ahrens, Thomas Foods International and Lifecare.

During the year we said farewell to our Office Manager Christine Brown, and welcomed Gail Warren, who has slipped into the role with admirable ease and has been demonstrating the very expertise SISA needs as she reviews and improves the management of the SISA office and finances.

Robin, Christine and Gail 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 and other requirements.



Matthew Mann
Chair

Manager's Report



Our Chair has already covered the as yet uncertain ground under the implementation of the RTW Act, so I won't repeat the message.

What I do find concerning among certain players on the insured side of the fence is what I see as a premature confidence that the RTW Act will significantly reduce claim numbers, costs and disputes. I think it is much too soon to be basing major decisions on such assumptions.

There are already concerns with the robustness of the whole person impairment (WPI) assessment arrangements. RTWSA's own actuary has noted higher than forecast numbers of non-catastrophic serious injury claims emerging from the transitional claim population. Some of our largest members are seeing the same thing. This represents a risk to scheme funding if the same trend is seen in the post 30/6/15 claims. When I raised this with RTWSA, the response was that the trend would not repeat in the current Act claims. I don't share that confidence, since some of the things that are driving the current trend will have the same effect on the post 30/6/15 claims. Only time will tell.

We are also yet to see the effects of the major growth in the jurisdiction of the SA Employment Tribunal (SAET). As it was, the SAET was heavily burdened by the inevitably heavy appeals traffic one should expect from a new Act. The addition of a significant number of appeal jurisdictions and a new criminal part with no substantial expansion of the Bench will make for a very busy Tribunal indeed.

I won't re-state the broad events surrounding the attempted removal of self-insurance from the public sector. I should however, make note of what the Chair rightly calls an unusual alliance that formed during the lobbying process. What it showed was that self-insurance as a sector of the scheme has a sound reputation throughout the professional and political spectrum. Whomever I spoke to during our efforts to secure the Bill's defeat, I found no need to persuade people that self-insurance delivers the best results for large employers. I think this speaks volumes for the achievements of the SISA members over many years.

Many of the stakeholders were rightly concerned that the dismissive attitude of the Government towards a body of evidence contradicting what it was claiming, (not least of which was its own, carefully guarded, Bentley-Latham report), indicated that there was an undisclosed objective to the exercise. The Government's failure to seek discourse with us (or indeed any other major player except RTWSA and the Office of the Public Sector) only added to the trust deficit. From SISA's standpoint, this worked in our favour.

The thing that concerned me above all was the health and well-being of the affected staff. From what I heard, this was apparently not a priority of those in charge of these events. The fact that I was not in a position to convey news of the efforts of SISA as a morale-booster was troubling. I witnessed first-hand the effects this poor handling of staff welfare had on individuals. Despite the defeat of the Bill, the end result of this unfortunate aspect of the situation in terms of morale and loss of skilled resources is still no doubt under repair.

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. So far the feedback on the new education arm has been very good.

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.

SISA has continued its drive to better serve its members via improvements to communication and services, securing reputable and interesting speakers to address our general meetings and so on. A member survey in late 2016 assisted greatly in better focusing our meeting and event content. 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 2016–17 we received generous support and we are delighted that Jacob's Creek has again committed to major sponsorship of the 2017 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 want to thank Matthew Mann and the Executive Committee for their wise counsel and trust, and Christine and Gail, without whom the work of SISA would quickly grind to a halt.



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 2016–17. 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 Gail Warren for her alert and diligent management of the association's financial operations. Gail 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 2016–17

CHAIR

Matthew Mann

General Manager – Safety, Health and Environment, Glencore Grain

DEPUTY CHAIR

TO OCTOBER 2016

Ian Hutchison

Manager Health Services, GM Holden Ltd

DEPUTY CHAIR

FROM OCTOBER 2016

Stephen Thomas

Manager WHS&IM & Self-Insurance, Kalyra Communities

TREASURER

Rachel Webber

Work Fit Manager SA / NT Boral Ltd

MEMBER

Mark Linke

Group Manager Self Insurance & WHS/IM, Southern Cross Care Inc

MEMBER

TO AUGUST 2017

Jon Davis

Injury Management Strategist, Department for Health & Ageing

MEMBER

TO JUNE 2017

Belinda Loh

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

MEMBER

FROM JUNE 2017

Jenny Stanley

Catholic Church Insurance Ltd

MEMBER

Dorota Clausen

Sustainability Manager – Australia, Pernod Ricard Winemakers

MEMBER

Stephen Thomas

Manager WHS&IM & Self-Insurance, Kalyra Communities

MEMBER

Stevie Sanders

WHS Manager, LGA Workers Compensation Scheme

MEMBER

TO APRIL 2017

Ian Hutchison

Manager Health Services, GM Holden Ltd

Executive Committee meeting attendance to 30 June 2017

	Meetings	Attended
Dorota Clausen	11	4
Jon Davis	11	11
Tanya Diggins	3	1
Ian Hutchison	9	5
Mark Linke	11	4
Belinda Loh	9	4
Matthew Mann	11	10
Stevie Sanders	11	8
Jenny Stanley	2	2
Stephen Thomas	11	10
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.

2016–17 saw frequent consultation between ReturnToWorkSA and SISA. The proposed changes to the policy on self-insurance in 2015-16 challenged the relationship. Nevertheless, RTWSA through its consultation process acknowledged SISA as the peak self-insurer body within SA and communicated with us appropriately. RTWSA played no leading role in the more recent issue with the public sector, adopting instead an operational role while the Office of the Public Sector and the Government were active at the policy level. As a result there were fewer strains on the strategic consultative relationship.

RTWSA continues to consult SISA on relevant matters and also provides necessary information directly 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 Bills are tabled in Parliament.

SISA also 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 return to work 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 2016–17 include:

- The Return to Work & Act 2014, and its supporting regulations and instruments
- The Return to Work Corporation of SA (Crown Claims Management) Amendment Bill 2017
- Amendments to the Code of Conduct for Self Insured Employers
- Gazette notices
- Decisions of the SA Employment Tribunal

- Addition of new jurisdictions to the SA Employment Tribunal
- Taxation of income redemption lump sums
- The Work Health & Safety (Industrial Manslaughter) Amendment Bill 2015
- The Return to Work (Weekly Payments Under Transitional Provisions) Amendment Bill 2016
- The Work Health and Safety (Representative Assistance) Amendment Bill 2017
- The Return to Work (Transitional Arrangements) (Dissolution of Workers Compensation Tribunal) Regulations 2016
- The South Australian Employment Tribunal (Miscellaneous) Amendment Bill 2017
- The proposed (but not tabled) Work Health & Safety (Notification of Next of Kin) Amendment Bill 2017
- The Statutes Amendment (South Australian Employment Tribunal) Bill 2016
- 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
- Merging 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 2016–17 these included:

- Dr Marty Ewer, Psychiatrist – ‘The Significant Cause’ & Whole person Impairment
- Michelle Watts, Multiple Solutions – Job Access and the Employment Assistance Fund
- St John Ambulance – First Aid Compliance Made Easy
- James Hundertmark, Psychiatrist – GEPIC Assessments – Challenges Observed to Date
- Dorothy Frost, IPAR – The Impact of Compensation on Recovery
- Joe Parisi, Principal, Gilchrist Connell Lawyers – Key SAET Cases of 2016
- Stephen Thomas, Kalyra Communities – ISO450001 Update/ Nanotechnology & Safety

- Dr Paul Pers, SANO Consulting – Whole Person Impairment – the Weird Ones
- Sam Schirmer, Corporate Health Group – Pre-Employment Testing.
- Will Snow, Finlaysons Lawyers - Pre-Employment Testing – the Legal Issues
- Alison Shaw, Shaw Mediation - Mediation
- Julia Oakley, RTWSA – RTWSA Update

To be a financially strong and growing association that:

- Includes all eligible self-insurers in its membership.
- Aably 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 2016–17, 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 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 and Secretary.

To promote the highest levels of achievement in work health and safety and return to work 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 2016 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:

- The Return to Work Corporation of SA (Crown Claims Management) Amendment Bill 2017
- The Return to Work (Weekly Payments Under Transitional Provisions) Amendment Bill 2016
- The South Australian Employment Tribunal (Miscellaneous) Amendment Bill 2017
- The proposed (but not tabled) Work Health & Safety (Notification of Next of Kin) Amendment Bill 2017
- The Work Health and Safety (Representative Assistance) Amendment Bill 2017
- The Statutes Amendment (South Australian Employment Tribunal) Bill 2016

- 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 Return to Work Act and Scheme

SISA maintains communication with Members of the South Australian Parliament and other peak organisations to ensure that we are always 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.

Through presentations at general meetings and Closing the Loop, SISA has endeavoured to keep its members up to date with emerging case law and issues in both work health and safety and return to work.

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 2016–17. 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.

The Self-insurer Insolvency Contribution Aggregate

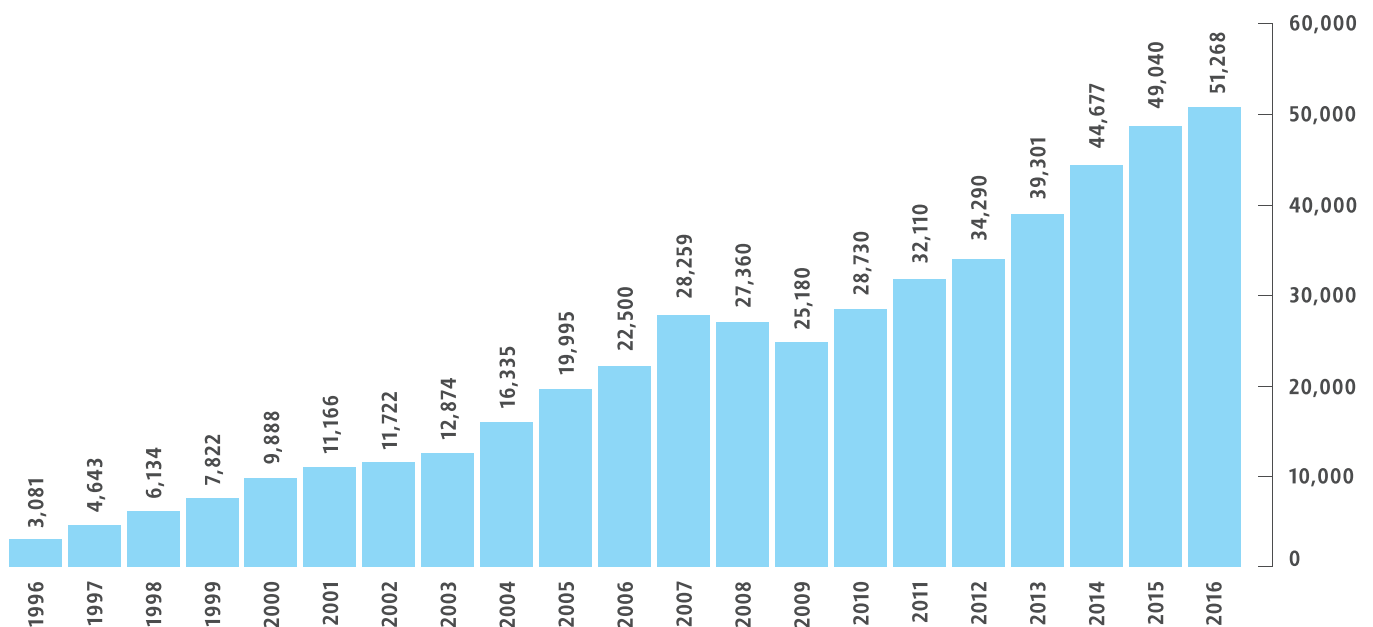
The Self-insurer Insolvency Contribution Aggregate (SIICA) was previously known as the Exempt Employer Reserve Account (EERA) and the Self Insured Employer Reserve Account (SIERA).

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 the Corporation, 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:

SIICA balance (\$'000)

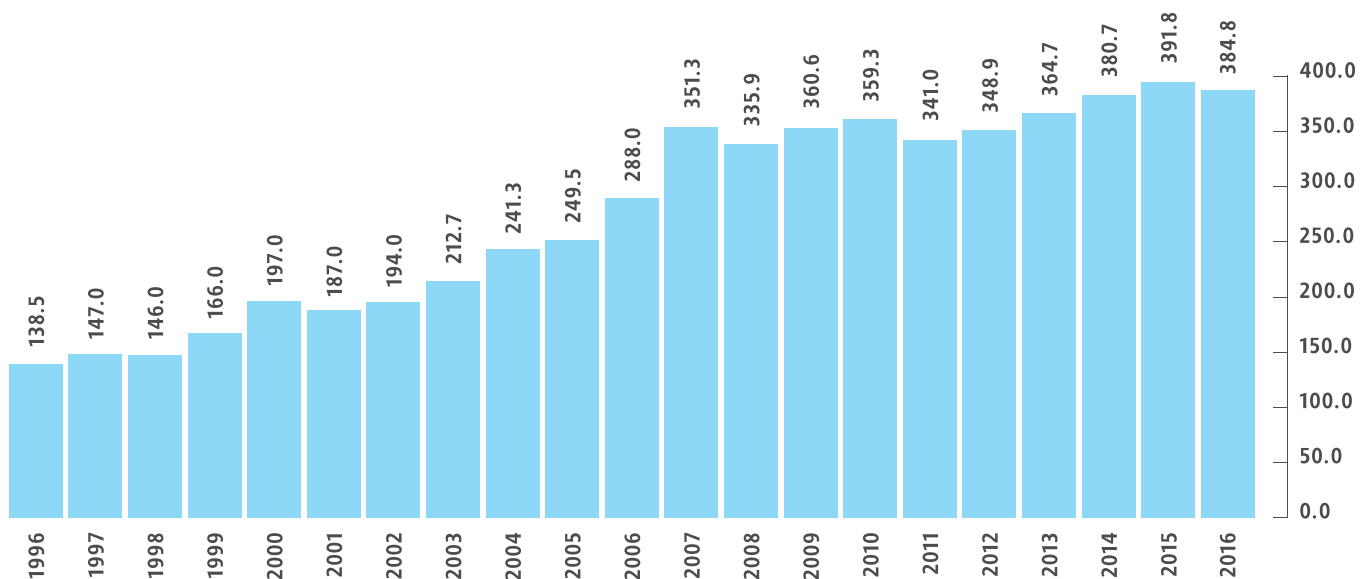


Self-insurer Financial Guarantees

In addition to the SIICA funds, as at 30 June 2016, ReturnToWorkSA held financial totalling \$384.8 million. The figure for 30 June 2015 was \$391.8 million. The historically increasing trend in total value of guarantees has been reversed in 2015-16, possibly as a result of legislative changes, a lower scaling factor 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 39% 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)



Full Members: SISA membership as at 30 June 2017

Accolade Wines Australia Ltd	Department of Planning, Transport & Infrastructure	Peter Spence (Life Member)
ACH Group	Department of Premier and Cabinet – Office for the Public Sector	Philmac Pty Ltd
ACHA Health	Detmold Packaging Pty Ltd	Programmed Maintenance Services (Skilled Group)
Adelaide Brighton Ltd	Drakes Supermarkets	Randstad Pty Ltd
Adelaide Casino	ECH inc	Resthaven Incorporated
Advertiser Newspapers Pty Limited	Eldercare Inc	Rob Edwards (Life Member)
Ahrens Group Pty Ltd	ElectraNet Pty Ltd	Royal Automobile Association
ANZ Banking Group Ltd	Electrolux Home Products	SA Ambulance Service
Arnott's Biscuits	Equity & Advisory (E & A Limited)	Utilities Management Pty Ltd (SA Power Networks)
Arrium Limited (Administrators Appointed)	Flinders Power	SA Water Corporation
Arrowcrest Group Pty Ltd	Flinders University	Samuel Smith & Son Pty Ltd
ASC Pty Ltd	Fullarton Lutheran Homes	Santos
BHP Billiton	Healthscope SA	Schneider Electric (Aust) Pty Ltd
BlueScope Limited	Helping Hand aged Care Inc	SMR Automotive Australia Pty Limited
Boral Limited	Holcim (Australia) Pty Ltd	Southern Cross Care(SA&NT)
Bridgestone Australia Ltd	Holden Ltd	St Andrew's Hospital
Broadspectrum Ltd	Inghams Enterprises Pty Ltd	Teys Australia Naracoorte Pty Ltd
Building Group Limited	Intercast & Forge Pty Limited	The Smith's Snackfood Company
Catholic Church Endowment Society Inc	Justice Portfolio Services Division	Thomas Foods International Pty Ltd
Churches of Christ Life Care	Kalyra Communities (JBMT)	Toyota Gosei
City of Charles Sturt	Kimberly-Clark Australia	Treasury Wine Estates Vintners Ltd
Coca-Cola Amatil	Lion Pty Ltd	The University of Adelaide
Competitive Foods – Hungry Jack's	Little Company of Mary Health Care (Calvary)	University of South Australia
David Jones	Local Government Association Workers Compensation Scheme	Veolia
Department for Correctional Services	Myer Holdings Limited (Myer)	Viterrra Operations Pty Ltd
Department for Education & Child Development	Nyrstar Port Pirie Pty Ltd	Wesfarmers
Department for Health & Ageing	Pernod Ricard Winemakers	Westpac Banking Corporation

Associate Members: SISA membership as at 30 June 2017

Adelaide City Council	HWL Ebsworth Lawyers	SHAW Mediation Pty Ltd
Altius Group Pty Ltd	IMO Pty Limited	Solv Solutions (injuryConnect)
AnglicareSA	IPAR Rehabilitation	Sparke Helmore Lawyers
APA Group	Italian Benevolent Foundation	St John Ambulance Australia
ASC Training & Development	T/A Bene Aged Care	SA Inc
Atsira Occupational Therapy Pty Ltd	Jardine Lloyd Thompson Pty Ltd	Stratton Safety
Auercon Australasia Pty Ltd	KJK Legal	TAFE SA
Bradbrook Lawyers	Konekt Pty Ltd	The International Spine Centre
Bunnings Group Limited	Lawson Risk Management Services Pty Ltd	Thrive on Psychology (formerly Integrated Trauma Recovery Services)
Business SA (SA Chamber of Commerce & Industry)	LHI Retirement Services	Uniting Care Wesley Port Adelaide Inc
Corporate Health Group Pty Ltd	Liberty International Underwriters	Uniting Communities
CSR	mlcoa	WCD Workers Compensation Solutions Pty Ltd
Department of Environment, Water & Natural Resources	MPOT Pty Ltd	
Department of State Development	MSVS Consultancy	
DP Workplace Solutions (SA) Pty Ltd	Multiple Solutions	
Dr Jones & Partners Medical Imaging	natalie bottroff & associates Pty Ltd	
Dr Marty Ewer	Next Generation Occupational Medicine	
Duddy Shopov	O'Loughlins Lawyers	
DW Fox Tucker Lawyers	Organisational Health Services (Aust) Pty Ltd	
Edwards Toxicology Consulting	PeopleVision	
eReports Pty Ltd	Pinnacle Workplace Consultants Pty Ltd	
Finlaysons Lawyers	QBE Insurance	
FORE CMS	Recovre	
G4S Compliance & Investigations	Renewal SA	
Gallagher Bassett Services		
Gilchrist Connell Lawyers		

SISA membership numbers 2016–17

Full members

As at 30 June 2016 79

As at 30 June 2017 80

Associate members

As at 30 June 2016 66

As at 30 June 2017 61



The members of SISA congratulate the 2016 SISA Award winners.

SELF INSURED EMPLOYER OF THE YEAR sponsored by Gallagher Bassett

Winner

City of Charles Sturt



BEST WORK HEALTH & SAFETY SOLUTION sponsored by MLCOA

Winner

SA Ambulance/SA Health – Anti-Violence & Aggression Campaign



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

Winner

Safety TRACC Implementation Group - Lion West End Brewery



OUTSTANDING PERSONAL ACHIEVEMENT IN RETURN TO WORK sponsored by KJK Legal

Joint winners

**Paul Couchman – Veolia
and Alun Rowe – St Mary's College**



SERVICE PROVIDER OF THE YEAR sponsored by SISA

Winner

WCD (Nominated by Detmold)



HONORARY LIFE MEMBERSHIP OF SISA

Recipient
Rob Edwards



The Executive Committee and members of SISA congratulate Rob Edwards on being awarded Honorary Life Membership of SISA for extraordinary service to the association. The award was presented at the 2016 SISA Awards Dinner.

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