

Self Insurers of South Australia Inc

Annual Report 2018–19



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 2018–19

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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 sector employers that are self-insured under the Return to Work Act 2014.

Self-insurance 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 in its entirety.

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 private sector 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' for the private sector self-insurers. All private sector 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 private sector 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 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

When contrasted with previous years, 2018-19 has been relatively placid from SISA's standpoint. The major policy challenges of the last few years such as the RTWSA policy on self-insurance and legislation regarding the public sector's self-insurance have not recurred and no new challenges at that level have emerged.

This reduction of external risks has enabled the SISA Executive Committee to focus its attention on the value-adding elements of the association's role beyond the defence of members' interests and self-insurance in general. Among the tasks undertaken by the Committee in 2018-19 were:

- A detailed review of the SISA Constitution with a view to ensuring it is responsive to the current environment and reflects our mission and values.
- A thorough analysis of the SISA Awards program.
- Conducting a series of strategic review and planning sessions focusing on the value that we return to our members through our services and resources.
- Maintaining an ongoing review of the structure of SISA's finances with a focus on the balance between revenue and expenses.

Among the results of this activity are:

- Discontinuance of the awards program. While that was a decision that was reached with reluctance, it was clear from member feedback that a majority felt that the awards had run their course. Paucity of time and funds had dictated that a different and less demanding means of showcasing member achievements is required.
- An improved annual budgetary balance, to which the office relocation and changes to our outgoing sponsorship arrangements made sound contributions.
- More focus in our day-to-day work on value-adding products such as training, advice and resources.
- A proposed special resolution to the 2019 AGM that the SISA Constitution be updated.

An important contributing factor in our ability to maintain the strategic focus has been the steady settling-in of our understanding of the Return to Work Act. While the legislation and the scheme it created could not yet be reasonably labelled 'mature', the frequency of members' issues relating to interpretation has lessened as the Tribunal and Supreme Court decide the many points of law that new legislation inevitably presents.

Of the major areas of strategic concern originally identified in the Act, it is arguable that only permanent impairment, the lump sums associated with it and serious injury status collectively have materialised into genuine risk. Others, such as section 18, have not turned out to be the systemic problems that were anticipated.

From the Executive Committee's own standpoint, its membership has been relatively stable in 2018-19 after a few years of frequent changes, usually occasioned by changes of members' employment, corporate changes and the like. This has allowed the Committee to work as an established team and has provided better continuity in the oversight role and the development of new initiatives.

The other recent development of significance has been the restoration of the public sector to the SISA community. While this has been finally resolved in the 2019-20 year, I must acknowledge the persistence shown by Robin throughout 2018-19 in seeking this outcome. Regular representations to the Minister as well as less formal lobbying delivered the result, although it would be fair to say that it took longer than anyone would have liked.

On behalf of the Executive Committee and members, I extend a warm welcome back to our public sector colleagues. We look forward to once again enjoying a fruitful exchange of knowledge, ideas and expertise.

At a more general level, I thank Robin and Gail for their excellent work throughout the year that has enabled the Executive Committee to focus on policy and corporate direction in the full knowledge that operational matters are being soundly managed and reported.

I also want to thank the members of the Executive Committee for their time and hard work in 2018-19. Your contributions have been crucial to the success of SISA.

Rachel Webber

Chair

Manager's Report

As our Chair has noted, probably the single most persistent issue for SISA has been the protracted effort to rescind the Premier's Direction under the Public Sector Act regarding public sector participation in SISA. While this goal has now been realised, it would be fair to say that the process took somewhat longer to complete than anticipated. Ultimately it was deemed necessary to have Cabinet make the decision, which imposed delays while the procedures this entailed were completed.

I join our Chair in extending a warm welcome back to our public sector participants, and I look forward to seeing some familiar and some new faces at meetings.

On the operational front, permanent impairment assessment has remained the prime focus. The recent changes to the accredited assessor list may have gone some way towards removing elements of the liability risk that the process involves for self-insurers. However, problems remain, not least of which is the issue of choice of assessor. The current wording of Chapter 17 of the Impairment Assessment Guidelines is still nebulous at best, as illustrated by recent communication with ReturnToWorkSA regarding evaluation findings pertaining to self-insurers' methods of consulting with workers. Nebulous language can lead to conflicting interpretations.

The other major problem area is the combination of impairment assessments. The case law evolves, as cases such as Marrone, Preedy and Mitchell have been decided in the higher courts. I see two underlying risk factors driving the desire to achieve the highest possible level of impairment assessment:

1. The scourge of opiate overuse. The dreadful and often life-threatening effects of these drugs drastically increase impairment levels. I suggest that it is arguable that where this is the case and it is driven by unwise prescribing practices, there is an intervening act of causation for which the employer ought not be held liable. I will say more about opioids later in this report.
2. A view that a successful outcome of a claim and a dispute is high lump sum payments and/or serious injury status. Neither of these outcomes is, in my view, necessarily a good one for the worker in the long term. Lump sums, especially for younger workers, are at best a temporary success compared to the likelihood of long-term unemployment.

Serious injury status, if it turns into long-term or even permanent worklessness, is a major threat to the worker in every meaning of the word – health, family, social; the list goes on. The evidence for this is clear and irrefutable. The fact that financial benefits and the ability to cease work indefinitely remain as goals for some shows that the very different language of the current Act compared to the repealed Act has brought no significant cultural change when it comes to dispute outcomes.

The Return to Work Act seems otherwise to have brought few new problems of major import. Section 18 has not so far become the significant problem that was anticipated. Some issues have simply been passed down from the repealed Act – hearing loss, causation and financial entitlements remain as sources of dispute, with little to show for the change of legislation.

With regard to the opioid menace, there can be no minimising the grave risks that the over-use of these drugs pose to individuals, their colleagues and their employers. It is certainly not an issue confined to workplace injury. Opioids are prescribed in a wide range of settings for a wide range of reasons. A worker can have a spiralling opioid habit without workmates and the employer being aware, probably until major damage is done.

The physical and mental health impacts of the drugs themselves and the safety risks they pose for the whole workplace seem to me to be part of the hidden bulk of the iceberg of risk. The fact that these drugs are (usually) prescribed seems to have legitimised their overuse in mainstream pain management.

SISA is proud to be a vocal supporter of the RTWSA Reach for the Facts campaign, which seeks to expose the truth about the opioid epidemic and its impact on society.

On the work health and safety front, we are observing the emerging case law in SA and other jurisdiction where versions of the model legislation are in force. Increasing numbers of Category 1 and 2 prosecutions are being reported, predictably with breaches of duties as the primary focus. Of interest are cases where breaches of officers' duties are alleged. In some cases, the officers are also the PCBU, which can blur the outcomes. But others, where the officers are discernible from the PCBU, are worthy of review to improve our understanding of the practical aspects of officers' duties.

During 2018-19 we also saw the adoption of what is now AS/NZS45001. SISA arranged seminars on the new standard for interested members and these were well attended.

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.

At home, SISA has continued its drive to better serve its members via communication, securing reputable and interesting speakers to address our general meetings and so on. Our overall objective is to ensure that members receive real returns on their investment in SISA membership.

I must also recognise and thank our sponsors, without whom our association could not achieve what it does. In 2018-19 we received generous support for 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.

I want to express my thanks and appreciation to Gail for her tireless work in the management and improvement of all our financial and administrative functions. Knowing that these things are in expert and diligent hands makes my role and that of the Executive Committee a great deal clearer.

Finally, I add my thanks to Rachel Webber for the support and leadership Gail and I received as well as past and present Executive Committee members whose contributions are essential.

Robin Shaw

Manager

Treasurer's Report

The rapidly changing economic environment has seen many changes to the external influences on SISA's finances. As companies downsize, merge, demerge, change industries, their self-insurance, and therefore their SISA membership, is often affected.

The broad changes to the State's economy have an even broader effect. The decline in the traditional manufacturing base and the rapid expansion of the health and community services sectors have also changed the demographics of SISA's membership.

While the overall number of private sector self-insurers is relatively stable from year to year, the frequency and pace of economic and corporate change, and thus changes in our membership, mean that we must remain aware of these trends when planning the ongoing financial management of SISA. This environmental scanning is an important element of our financial governance.

The overall objective of our financial management is to achieve as close to a steady-state budget as we can from year to year while maintaining a sound asset base to deal with contingencies as they arise. In practical terms, this means we match expenditure with revenue as closely as we can. Membership fees remain our main revenue source, and this steady-state approach means that we endeavour to return what we receive in member fees to the members in the form of services and advice.

The soundness of our long-term financial status is shown by the fact that we have been able to absorb the impact of inflation and thereby not raise member fees for several years.

This is not to say that our governance and financial management are not kept under constant review. A vital part of the Treasurer's role is to seek improvement in both management systems and revenues. Our Chair has mentioned that the Executive Committee has been active on this front through the year, and I want to acknowledge the vital support I have received from the Committee in 2018-19.

I also want to highlight the indispensable role Gail has played in the ongoing review and improvements in our financial systems. Her suggestions, procedural refinements and inputs have made the role of SISA Treasurer a genuinely strategic one – the day-to-day management and reporting of funds is in expert hands, allowing the Treasurer to have an oversight and planning role. I think few incorporated associations the size of SISA can demonstrate this level of diligence.

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

Bryan Colburn

Treasurer

SISA Executive Committee 2018–19

CHAIR

Rachel Webber

Work Fit Manager SA/NT, Boral Ltd

DEPUTY CHAIR

Stevie Sanders

*WHS Manager, LGA Workers
Compensation Scheme*

TREASURER

Bryan Colburn

*HSW Leader, SA & NT Westpac
Banking Corporation*

MEMBER

Mark Linke

*Group Manager Self Insurance
WHS/IM, Southern Cross Care
(SA & NT) Inc.*

MEMBER

Dorota Clausen

*Sustainability Manager,
Australia, Pernod Ricard Winemakers*

MEMBER

Shane Collins

Viterra/Glencore Grain

MEMBER

Morna Young

*Group HR Manager, Thomas Foods
International*

MEMBER

Joseph Mazzone

*Manager Health Safety and
Environment, ElectraNet Pty Ltd*

MEMBER

FROM OCTOBER 2018

Ian Hutchison

*Health & Wellbeing Specialist,
GFG Alliance*

MEMBER

FROM OCTOBER 2018

Paula Kerkman

*Safety Health & Injury Services
Manager, Schneider Electric*

Executive Committee meeting attendance* to 30 June 2019

	Meetings	Attended
Dorota Clausen	9	1
Bryan Colburn	9	9
Shane Collins	9	6
Ian Hutchison	6	6
Paula Kerkman	6	4
Mark Linke	9	4
Joseph Mazzone	9	5
Stevie Sanders	9	8
Rachel Webber	9	9
Morna Young	9	2

* Includes attendance by telephone

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

The restoration of State public sector participation in SISA has been welcomed by many in the public sector. SISA is recognised as a one-stop shop for advice, resources and information drawn from a wide range of sources including the Government Gazette, industry news feeds and the like.

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 many 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.

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 2018-19 include:

- The Return to Work & Act 2014, and its supporting regulations and instruments
- The Federal review of the model work health & safety laws
- The adoption of AS/NZS45001 – the new safety standard
- Gazette notices
- Decisions of the SA Employment Tribunal and SA Supreme Court
- Information pertaining to the ongoing situation of SafeWork SA
- News and reports published by State and Federal regulators
- Consultation and discussion papers issued by State and Federal regulators
- Updates of calculators of amounts under the Return to Work Act 2014

- 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 2018-19 these included:

- Dr Beata Byok, FAFOEM (RACP) Occupational & Environmental Physician: Ensuring WPI assessments reflect actual clinical status – What does your assessor need to know?
- Alison Shaw, Shaw Dispute Resolution: Mediation Role Play in Practice, for Effective Return to Work
- Bryan McGrath, Cogent Thinking & IPAR: Positively Addressing Biopsychosocial Barriers to Recovery
- Samantha Young. Human Psychology: Leading Ethically – Bullying Proofing Your Organisation
- Guy Biddle, Finlaysons Lawyers: The Return to Work Scheme 2018 – The Year in Review
- Dr Nick Ford, Psychiatrist, Next Generation Specialist Support: Psychological injuries, PTSD and Pain
- Dr Chris Alderman, Pharmacologist: The Consequences of Opioid Use
- Jake Edwards, retired AFL footballer: Outside the Locker Room
- Steve Hartwig, Gallagher Bassett: Employee Mental Health – Beyond the rhetoric to delivering action
- Shane Thurnwald, HWL Ebsworth Lawyers: Sick or injured workers - What do I do? A workers' compensation and employment perspective for self-insurers
- Dr Dilip Kapur, Senior Lecturer in Pain Medicine, Flinders University: Chronic Pain Management – A plea for Common Sense
- Amanda Wallace, State Manager, APM Workcare: Work Assist. A free service to help at risk employees remain at work through illness, injury or disability.

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 2018-19, all but two South Australian private sector 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. Reviewers and politicians have on occasion compared the performance of self-insurers favourably with the rest of the scheme. However, where this is done, SISA tempers the point by adding 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 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 premium paying employers and self-insurers, along with a diverse group of event sponsors.

In 2018-19 a decision was made to discontinue the SISA Awards program. Member feedback made it clear that in this age of time pressures and limited financial and human resources, the program was no longer the appropriate means to showcase our members' achievements.

We also sponsor events that contribute to better understanding of return to work and work health and safety. In 2018-19 this included a contribution to the Both Sides of the Fence conference.

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

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

- Labour Hire Licencing Act 2017 and regulations
- Review of the Return to Work Act 2014 (the Mansfield Review)
- Amendments to the Code of Conduct for Self Insured Employers, including the application process, evaluation, performance standards and self-insurer fees and EDI systems
- Changes to the medical, allied health and other fee schedules
- Safe Work Australia Best Practice Framework for the Management of Psychological Claims

SISA maintains communication with Members of the South Australian Parliament and other peak organisations to ensure that we are able 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 2018-19, SISA delivered training in key aspects of the new ISO 45001 OH&S standard. Planning was also undertaken of training on interpreting whole person impairment assessment reports, which have subsequently been well attended and received excellent feedback.

To provide support and advice to organisations seeking self-insurer status under the South Australian legislation.

SISA has provided on request active support and advice to organisations considering or seeking self-insurance during 2018-19. 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

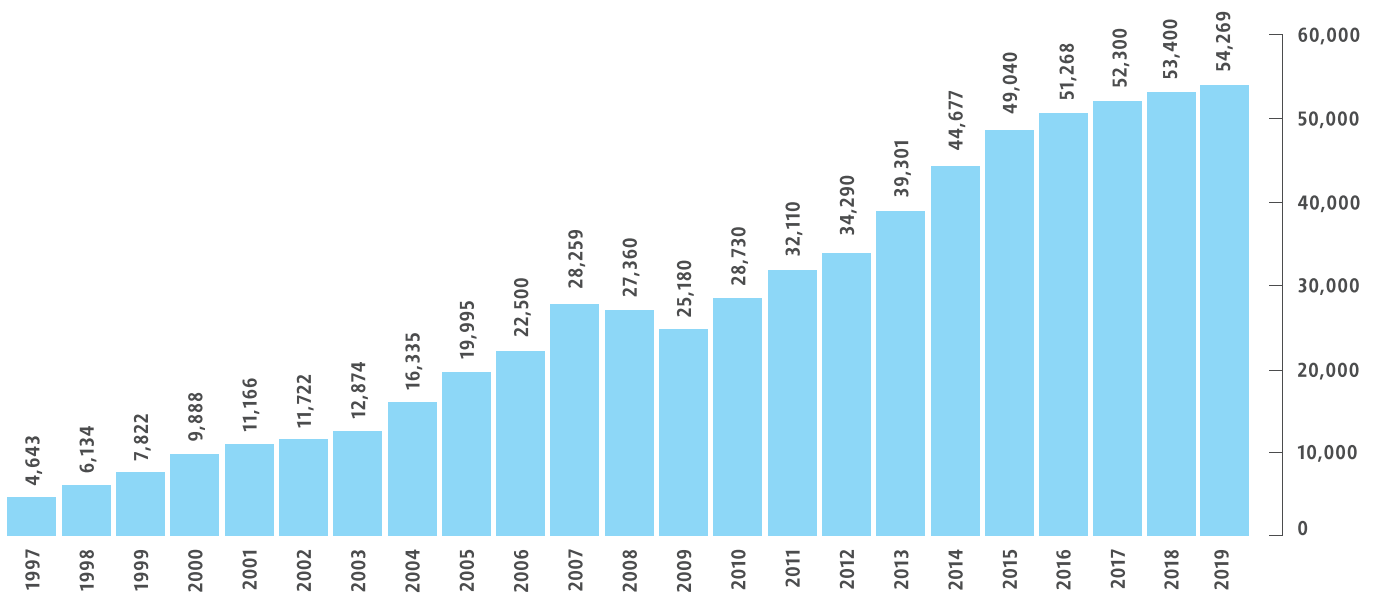
The Self-Insurer Insolvency Contribution Aggregate (SIICA) was previously known as the Exempt Employer Reserve Account (EERA) and the Self Insured Employer Reserve Account (SIERA).

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 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:

SIICA balance (\$'000)

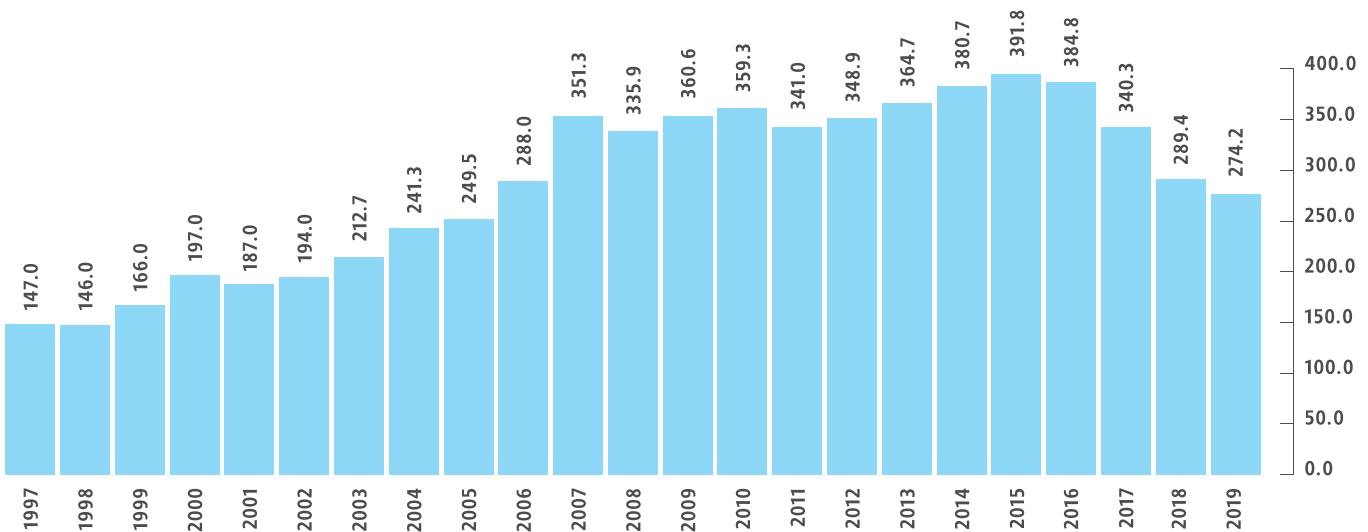


Self-insurer Financial Guarantees

In addition to the SIICA funds, as at 30 June 2019, ReturnToWorkSA held financial guarantees from private sector self-insurers totalling \$274.2 million. The historically increasing trend in total value of guarantees has been reversed since 2015-16, likely 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.

Financial Guarantees held by RTWSA (\$m)



Full Members: SISA membership as at 30 June 2019

Accolade Wines Australia Ltd	Flinders Power	Southern Cross Care (SA&NT)
ACH Group	Flinders University	St Andrew's Hospital
ACHA Health	Fullarton Lutheran Homes Inc.	Teys Australia Naracoorte Pty Ltd
Adelaide Brighton Ltd	Healthscope SA (includes Griffith Rehab Hospital & Parkwynd Private Hospital)	The Smith's Snackfood Company
Adelaide Casino	Helping Hand Aged Care	The University of Adelaide
Advertiser Newspapers Pty Limited	Holcim (Australia) Pty Ltd	Thomas Foods International Pty Ltd
Ahrens Group Pty Ltd	Inghams Enterprises Pty Ltd	Toll Group
AnglicareSA	Intercast & Forge Pty Limited	Treasury Wine Estates Vintners Ltd
ANZ Banking Group Ltd	Kalyra Communities (James Brown Memorial Trust)	University of South Australia
Arnotts Biscuits	Kimberly-Clark Australia	Utilities Management Pty Ltd
Arrowcrest Group Pty Ltd	Lion Pty Ltd	Veolia
ASC Pty Ltd	Little Company of Mary Health Care (Calvary)	Viterra Operations Pty Ltd
BHP Billiton	Local Government Association Workers Comp Scheme LGAWCS	Wesfarmers Limited
BlueScope Limited	Myer Holdings Limited (Myer)	Westpac Banking Corporation
Boral Limited	Nyrstar Port Pirie Pty Ltd	
Bridgestone Australia Ltd	OneSteel Manufacturing Pty Limited (GFG Alliance)	
Broadspectrum Ltd	Pernod Ricard Winemakers	
Catholic Church Endowment Society Inc	Philmac Pty Ltd	
Churches of Christ Life Care	Programmed Maintenance Services	
City of Charles Sturt	RAA	
Coca Cola Amatil	Randstad Pty Ltd	
Competitive Foods – Hungry Jack's	Resthaven Incorporated	
David Jones	SA Water Corporation	
Detmold Packaging Pty Ltd	Samuel Smith & Son (Yalumba Wine Company)	
Drakes Supermarkets	Santos	
E&A Limited (Equity & Advisory Ltd)	Schneider Electric (Aust) Pty Ltd	
ECH inc	SMR Automotive Australia Pty Limited	
Eldercare Inc		
ElectraNet Pty Ltd		
Electrolux Home Products		

Associate Members: SISA membership as at 30 June 2019

Adelaide OHS Consultants	Lawson Risk Management Services Pty Ltd	SISA membership numbers 2018–19
Altius Group Pty Ltd	LHI Retirement Services	
APA Group (APT Management Services Pty Ltd)	Liberty International Underwriters	Full members
ASC Training & Development	mlcoa	As at 30 June 2018 <u>71</u>
ASKOHS Training & Consultancy Services	MPOT Pty Ltd	As at 30 June 2019 <u>73</u>
Barossa Fine Foods	Multiple Solutions – MS Society	Associate members
Bradbrook Lawyers	natalie bottroff & associates Pty Ltd	As at 30 June 2018 <u>52</u>
Bunnings Group Limited	Next Generation Occupational Medicine	As at 30 June 2019 <u>51</u>
City of Adelaide Council	O’Loughlins Lawyers	
Corporate Health Group Pty Ltd	Organisational Health Services (Aust) Pty Ltd	
Dr Jones & Partners Medical Imaging	PeopleVision	
Dr Marty Ewer	Pinnacle Workplace Consultants Pty Ltd	
Duddy Shopov	Procure Group	
DW Fox Tucker Lawyers	QBE Insurance	
Edwards Toxicology Consulting	Recovre	
eReports Pty Ltd	SHAW Dispute Resolution Pty Ltd	
Finlaysons Lawyers	Solv Solutions (InjuryConnect)	
G4S Compliance & Investigations	Sparke Helmore Lawyers	
Gallagher Bassett Services	St John Ambulance SA	
Gilchrist Connell	The International Spine Centre	
Greencap	Uniting Care Wesley Port Adelaide Inc	
Guardian Exercise Rehabilitation	Uniting Communities	
IMO Pty Limited	WCD Workers Compensation Solutions	
IPAR Rehabilitation		
Italian Benevolent Foundation SA Incorporated		
Jardine Lloyd Thompson Pty Ltd		
KJK Legal		
Konekt Pty Ltd		

SISA wishes to thank our sponsors for their generous support in 2018–19

EML

Gallagher Bassett

Lawson Risk Management

MIcoa

Finlaysons Lawyers

Willis Towers Watson

DW Fox Tucker Lawyers

nb&agroup

KJK Legal

Pinnacle Workplace Consultants

eReports

MERS

WCD

Return to WorkSA

Procure Group

REACH FOR THE FACTS

Is It An Opioid?

Could I Be Dependent?

About Opioids ▾ Get Support ▾ Health Professionals ▾ About the Campaign

Reach for the facts on prescription opioids

Key facts Is it an opioid?

SISA is a keen supporter of the Reach for the Facts campaign funded by ReturnToWorkSA

SISA has long been aware of the rapidly emerging menace of opioid abuse and over-prescribing. RTWSA is to be commended for its timely and sophisticated approach to raising awareness via its funding and coordination of the development of the campaign. We urge all of our members to make use of the Reach for the Facts website and the resources it offers.