

Self Insurers of South Australia Inc

# Annual Report 2019–20



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Paula Kerkman, Treasurer

# Annual Report 2019–20

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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](http://www.rtwsa.com) or [www.sisa.net.au](http://www.sisa.net.au).

## Chair's Report

**It goes without saying that 2019–20 has been a year in two halves – before the COVID-19 pandemic and after the COVID-19 pandemic struck. All that transpired before the pandemic struck seems to have faded into insignificance.**

SISA has made efforts to monitor the economic welfare of the members and the personal welfare of their employees. Most members have fared well given the challenges. Of all the industries represented in our membership, the residential aged care and the health and community services sectors have perhaps been the most challenged for obvious reasons. Even so, the lack of known COVID-19 cases shows just how rapidly and effectively they responded.

Our manufacturing and other members seem to also have responded well, introducing staggered shifts, distancing or separation of workstations, maximising working from home arrangements and so on. While some members such as universities have reported reduction in revenues, some have reported upturns in demand for products. Supermarkets, food production and winemakers have all experienced increased demand. Perhaps the highest demand of all has been on Kimberly-Clark, which has been manufacturing toilet rolls at an unprecedented rate.

Others have adapted to meet new demands such as the production of masks by Detmold. In many other cases it has been business as close to usual as it can be in the circumstances.

We learned with interest that some of our members became aware of the dangers of COVID-19 even before it was declared a pandemic and began taking action as early as January 2020. In the main this was because they have operations in China and other places where the effects of COVID-19 on business were felt first.

So, with a few exceptions, it appears that our members are coping well with a widespread and serious health challenge. A lot of lessons are being learned and pandemic response plans will take a more prominent role in future risk management activities. The situation may well change the nature of work permanently, with working from home and videoconferencing being more common. This presents another new set of work health and safety challenges as well as uncertainties around injuries suffered while working from home. The Return to Work Act and its interstate equivalent are all framed around the traditional notion of the workplace.

For its part, SISA has taken a major step to help its members by not charging member fees for the first half of the 2020–21 year. The pandemic has also provided impetus for SISA to explore some up-to-date solutions for communicating with and informing its members. At the time of writing we are exploring:

- Live virtual classrooms for training which can also be recorded and made available on demand
- Live streaming of presentations and meetings, again with on-demand capability
- Podcasting
- An upgrade of the SISA website including a moderated portal for members to upload material

This will not only equip us for future situations like this but provide a long overdue solution for our regional members and others who cannot attend events in person. Without doubt, technology is a major contributor to SISA's ability to come through the pandemic without major loss of productivity.

It is not possible to forecast with any confidence what the full impact of the pandemic will be for SISA and more broadly, or when it will be known. It seems certain that things will change and we will settle into a new normal. In particular, we must monitor the long-term effects of the situation on mental health.

The other development of significance in 2019–20 has been the return of the public sector to the SISA community, a process that took some years. We have been pleased to have Andrew Sloan from the Office of the Commissioner for Public Sector Employment join the Executive Committee.

At a more general level, I thank Robin and Gail for their support of the Executive Committee, particularly since the pandemic struck. Their advice and diligence have assisted the Committee in making some difficult decisions, including the waiving of 6 months of fees, cancellation of forums and of Closing the Loop for 2020.

I especially acknowledge the excellent budgetary work Gail has done to soften the impact of the waiving of fees on SISA's bottom line.

I also want to thank the current and former members of the Executive Committee for their time and hard work in 2019–20. In the face of unprecedented demands on their time, they have remained at their SISA posts. Your contributions have been crucial to the success of SISA in weathering one of the biggest challenges it has ever faced.

**Rachel Webber**

*Chair*

## Treasurer's Report

**SISA's long-standing policy of maintaining a healthy financial reserve against contingencies has proved its worth during the COVID-19 pandemic. It has allowed us to waive 6 months of member fees with the confidence that the impact will not be detrimental to the association.**

The loss of a half year's fee revenue has been partly offset by the various forms of assistance from the State and Federal Governments, and I must acknowledge the diligent work Gail has done in sourcing the assistance. In the end, while our finances will emerge somewhat depleted, we remain in a sound position. From here, much depends on how the situation unfolds. We cannot predict whether or when our members will be able to resume paying fees. Since some have travelled well through the crisis while others have suffered varying degrees of setbacks, we will need to constantly re-assess the overall situation.

The cancellation of forums and of Closing the Loop 2020 has had a two-fold effect – while it reduced our costs, it deprived us of sponsorship income and the small profit margin usually yielded by Closing the Loop. The net impact has not been large, however. We were fortunate that the Adelaide Oval was willing to retain our deposit for Closing the Loop 2020 and apply it to our booking for the 2021 event.

In the meantime we are gearing up for investments in technology that will allow the online activities mentioned in the Chair's report. At the time of writing, we are reviewing the various cost models that will determine the approach we will take – to develop in-house skills and equipment or to seek the services from a 3rd party.

Prior to the emergence of COVID-19, SISA had been continuing its policy of seeking a steady-state budgetary position, where income matches outgoings as closely as possible, while allowing for inflation. The success of this policy is shown by the fact that member fees have remained static for a decade. If the annual inflation rate for each of those years were to be added up, it becomes clear that the freeze on fees for such a long period represents a substantial discount in the order of 20%.

The 2020–21 year will obviously be a challenge from a financial standpoint. It will require a flexible policy and constant re-assessment.

I acknowledge the work of my predecessors as Treasurer, Ian Hutchison and Bryan Colburn. I also thank the entire Executive Committee for their support as I work my way into the role. I again thank Gail, whose diligence and clear reporting make the Treasurer's role so much easier.

**Paula Kerkman**

*Treasurer*



## Manager's Report

**Our Chair has clearly summarised the impact of COVID-19 on SISA and its members. The fact that we can sustainably waive 6 months of member fee income and continue to operate is a testament to the resilience and responsiveness of SISA.**

From a purely operational standpoint, I agree with the Chair's comment that technology has been the enabler for SISA to continue to operate from day to day while Gail and I are mostly working from home. We have tried to stay abreast of developments in the COVID-19 situation and pass that information to members in a timely manner.

In my conversations with members in recent months, I was impressed by their ability to adapt rapidly to the situation and carry on operations. For some, the adjustments were simpler – for example, hospitals and residential aged care facilities already had infection prevention and control and general hygiene built into their operations, so the changes involved adjustment rather than reconstruction of business practices.

One of the more widespread changes is the staggering of shifts and the splitting of business units into 2 or more working groups. In some production environments, the spacing of workstations needed to be increased or the density of employees in a given space reduced. It may be that these practices will become the norm, as there seems to be consensus that this will not be the last pandemic.

The pandemic has also brought into sharper focus the role that volunteers play in the community. Hospitals and aged care facilities, charities and other like organisations are heavily reliant on volunteers, and their absence has placed strains on some of them.

There have also been some less predictable developments. The rush of panic buying created increased demand for freezers, and local production has had a substantial backlog of orders. Likewise the production of toilet rolls – the plant at Millicent has been producing about 17 B-double truckloads every 24 hours.

Looking beyond the moment, the Chair has succinctly stated that what SISA, its members and the broader community will look like in a year's time is hard to visualise. What is certain is that we need to be equipped for future situations that involve major disruption, be that another pandemic, natural forces or economic factors. To that end we are exploring a range of technological options to allow us to continue to assist, advise and represent members. This will be of particular benefit to our regional members and others with limited scope to participate in person when the new normal arrives.

As the Chair observed, events pre-pandemic have all but faded into obscurity. Nevertheless, there have been developments that should be noted. On 22nd May 2020, His Honour Deputy President Judge Gilchrist handed down his decision in *Morris v Department for Child Protection* [2020] SAET 92. In it, His Honour held that a seriously injured worker has obligations to seek and maintain suitable employment commensurate with their capacity and can have weekly payments ceased in the event of a breach of mutuality through serious and wilful misconduct. This is a decision of a single Judge, so there is a high likelihood of appeal. As a landmark decision, it is a strong possibility that ReturnToWorkSA will intervene. It may end up before the Full Court of the Supreme Court. It is certainly a case worth monitoring, as it has significant ramifications.

During the year we have tracked 5 Bills in Parliament:

- The Return to Work (COVID-19 Injury) Amendment Bill 2020, tabled by Labor. SISA has opposed the Bill, which we saw as unnecessary. At the time of Writing, the Bill had passed in the Legislative Council and reached the House of Assembly, where the Government has indicated that it will use its numbers to vote the Bill down.
- The Return to Work (COVID-19) Amendment Bill 2020, introduced by the Greens. We also opposed this Bill for the same reasons. At the time of writing it remains in second reading in the Legislative Council. It is likely to follow a similar trajectory as the Labor Bill.
- The Return to Work (Post Traumatic Stress Disorder) Amendment Bill 2020 tabled by SA Best. At the time of writing it remains in second reading in the Legislative Council. SISA is opposed to the Bill on grounds that it is unnecessary and risky. The Government has indicated that it does not support this Bill.
- The Automated External Defibrillators (Public Access) Bill 2020, tabled by SA Best. At the time of writing it remains in second reading in the Legislative Council. It would impose heavy costs on self-insurers and may be opposed by the Government.
- The Labour Hire Licensing (Miscellaneous) Amendment Bill 2020, tabled by the Government. This Bill restricts the scope of the Labour Hire Licensing Act to specific high-risk industries. It passed all stages and received assent in June 2020.

SISA has continued its activity in the opioid space, working with MSVS to facilitate a well-attended panel session in October 2019.

During the year we welcomed ISS Facility Services as the newest Full Member of SISA, having received its first grant of self-insurance.

I also want to acknowledge the retirement of long-term strong supporter and sponsor of SISA Col Lawson from his role at Lawson Risk Management. Col has been part of the self-insured scene for about 30 years or more. LRM continues its strong presence among the self-insurers, with Jarrod Simes the new Managing Director already working to enhance the relationship between SISA and LRM.

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. In particular, I join the Chair in commending Gail for the work she has done to minimise the financial impact of COVID-19 on SISA. 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. I am especially appreciative of the kindness and support I received during my health challenges in 2019.

**Robin Shaw**

*Manager*

## SISA Executive Committee 2019–20

### CHAIR

**Rachel Webber**

*Boral Ltd*

### DEPUTY CHAIR

**Stevie Sanders**

*LGA Workers Compensation Scheme*

### TREASURER

TO MAY 2020

**Ian Hutchison**

*GFG Alliance*

### TREASURER

FROM MAY 2020

**Paula Kerkman**

*Schneider Electric*

### MEMBER

**Mark Linke**

*Southern Cross Care (SA & NT) Inc.*

### MEMBER

**Dorota Clausen**

*Pernod Ricard Winemakers*

### MEMBER

**Shane Collins**

*Viterra/Glencore Grain*

### MEMBER

**Bryan Colburn**

*Westpac Group*

### MEMBER

TO SEPTEMBER 2019

**Morna Young**

*Thomas Foods International*

### MEMBER

FROM SEPTEMBER 2019

**George Korniotakis**

*Thomas Foods International*

### MEMBER

TO SEPTEMBER 2019

**Joseph Mazzone**

*ElectraNet Pty Ltd*

### MEMBER

OCTOBER TO DECEMBER 2019

**Sophie Pantelios**

*Office of the Commissioner for  
Public Sector Employment*

### MEMBER

FROM DECEMBER 2019

**Andrew Sloan**

*Office of the Commissioner for  
Public Sector Employment*

## Executive Committee meeting attendance\* to 30 June 2020

	<b>Meetings</b>	<b>Attended</b>
Dorota Clausen	11	6
Bryan Colburn	11	9
Shane Collins	11	9
Ian Hutchison	10	8
Paula Kerkman	11	6
George Korniotakis	8	6
Mark Linke	11	3
Joseph Mazzone	6	3
Sophie Pantelios	3	3
Stevie Sanders	11	9
Andrew Sloan	5	5
Rachel Webber	11	11
Morna Young	3	3

\*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. We maintain a strong relationship with the State Government through the Treasurer's office and are asked by the Treasurer for advice on a range of topics.

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 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 2019–20 include:

- The Return to Work & Act 2014, and its supporting regulations and instruments
- Bills tabled in Parliament
- Tools and advice relating to the COVID-19 pandemic
- The adoption of AS/NZS45001
- Gazette notices
- Decisions of the SA Employment Tribunal and SA Supreme Court
- Changes to WHS Codes of Practice
- News and reports published by State and Federal regulators
- Consultation and discussion papers issued by State and Federal regulators

- Updates of the schedule of sums under the Return to Work Act 2014
- Emerging products and technology in relevant fields
- Conferences and seminars

Our annual conference, Closing the Loop 2019, was cancelled due to the COVID-19 pandemic, as were the April and June forums.

Prior to the pandemic, SISA conducted bi-monthly forums to update members on developments and present speakers on a range of informative and up-to-date topics. In 2019–20 these included:

- Jodie Bradbrook, Bradbrook Lawyers – WHS Category 1 Offences Update
- Julianne Flower, RTWSA – Reach for the Facts
- Daniel Gibbs, Network8 – Avoiding the “Claims Culture” Trap
- Dr Alison Moffatt, MLCOA – The Health Benefits of Good Work
- Guy Biddle, Finlaysons Lawyers – A Year in Review
- Will Snow, Finlaysons Lawyers – Mental health – current context and cases
- Paula Kerkman & Grant Meulders, Schneider Electrical – Schneider Electric’s ‘Smart Factory’
- Prof Sally Ferguson, CQU School of Health – Work and sleep – it’s about time!
- Dini Soulio, Commissioner for Consumer Affairs – The Labour Hire Licencing Act

### **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 2019–20, all but 3 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.

We maintain a strong relationship with the State Government through the Treasurer's office and are asked by the Treasurer for advice on a range of topics.

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.

The 2019 Closing the Loop was cancelled due to the COVID-19 pandemic, with planning and venue arrangements held over to the 2020 event.

We also sponsor events that contribute to better understanding of return to work and work health and safety. In 2019–20 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 (Miscellaneous) Amendment Bill 2020
- Return to Work (COVID-19) Amendment Bill 2020
- Return to Work (COVID-19 Injury) Amendment Bill 2020
- Automated External Defibrillators (Public Access) Bill 2020
- Return to Work (Post Traumatic Stress Disorder) Amendment Bill 2020
- Australian Institute of Health & Safety discussion paper on mental health
- National Return to Work Strategy
- Productivity Commission report on workplace mental health

SISA maintains communication with Members of the South Australian Parliament and other peak organisations to ensure that we can provide input to Parliamentary debates on matters of interest to our members.

## **To facilitate the delivery of relevant, high quality and cost-effective education and training to self-insurers.**

In 2019–20, SISA delivered training in key aspects of the interpretation of whole person impairment assessments.

Further planning and delivery of training products was curtailed by the COVID-19 pandemic.

Work is under way to develop capabilities in:

- Event live streaming
- Live virtual classrooms, with on-demand capability
- Podcasts

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 2019–20. 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

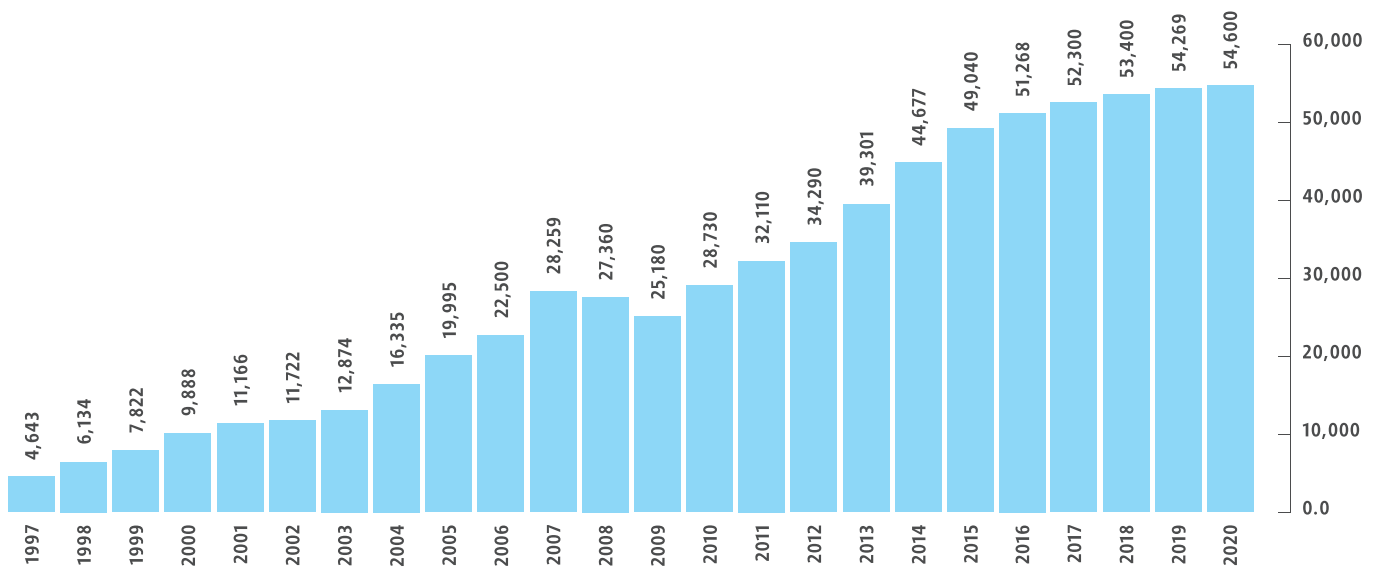
The Self-Insurer Insolvency Contribution Aggregate (SIICA) was previously known as the Exempt Employer Reserve Account (EERA) and the Self Insured Employer Reserve Account (SIERA).

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)

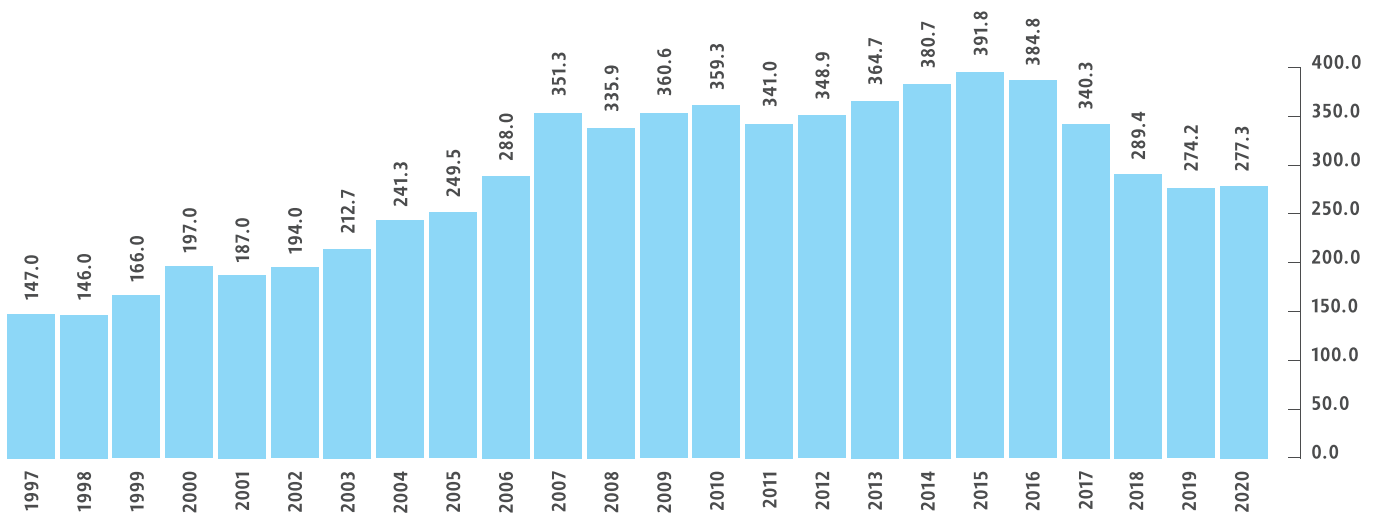


## Self-insurer Financial Guarantees

In addition to the SIICA funds, as at 30 June 2020, ReturnToWorkSA held financial guarantees from private sector self-insurers totalling \$277.3 million. The historically increasing trend in total value of guarantees reversed in 2015–16, likely as a result of legislative changes and reducing overall claim liabilities. There are signs that guarantee values have begun to stabilise in the last 3 years.

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 2020

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

## Associate Members: SISA membership as at 30 June 2020

		<b>SISA membership numbers 2019–20</b>
APA Group (APT Management Services Pty Ltd)	Liberty International Underwriters	
ASC Training & Development	Mani Physiotherapy	
BAe Systems Australia Ltd	McMahon Services	
Barossa Fine Foods	mlcoa	
Bradbrook Lawyers	MOVE Injury & Disability Support	
Bunnings Group Limited	nb&a group	
City of Adelaide Council	Next Generation Occupational Medicine	
Corporate Health Group Pty Ltd	O'Loughlins Lawyers	
Dr Jones & Partners Medical Imaging	Organisational Health Services (Aust) Pty Ltd	
Dr Marty Ewer	PeopleVision	
Duddy Shopov	Pinnacle Workplace Consultants Pty Ltd	
DW Fox Tucker Lawyers	Procure Group	
EML	QBE Insurance	
eReports Pty Ltd	Recovre	
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 Communities	
Guardian Exercise Rehabilitation	UnitingSA	
Henderson Horrocks Risk Services	WCD Workers Compensation Solutions	
IMO Pty Limited	Willis Towers Watson	
IPAR Rehabilitation		
Jardine Lloyd Thompson Pty Ltd		
KJK Legal		
Konekt Pty Ltd		
Lawson Risk Management Services Pty Ltd		
LHI Retirement Services		
		<b>Full members</b>
		As at 30 June 2019 <u>73</u>
		As at 30 June 2020 <u>71</u>
		<b>Associate members</b>
		As at 30 June 2019 <u>51</u>
		As at 30 June 2020 <u>52</u>

# SISA wishes to thank our sponsors for their generous support in 2019–20

EML

Gallagher Bassett

Lawson Risk Management

mlcoa

Finlaysons Lawyers

Willis Towers Watson

DW Fox Tucker Lawyers

nb&agroup

KJK Legal

Pinnacle Workplace Consultants

eReports

WCD

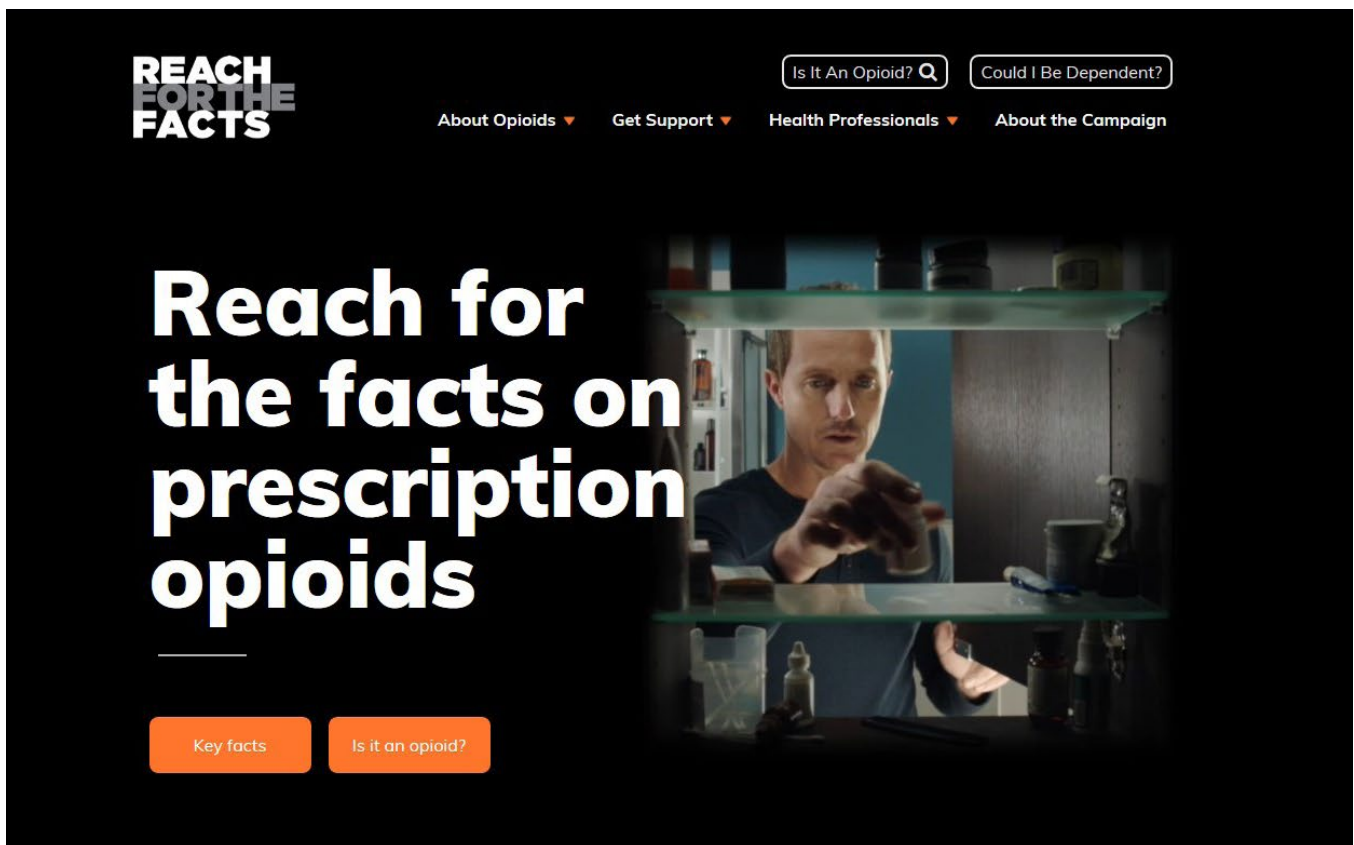
ReturntoWorkSA

MERS

Procure Group

Skytrust

Guardian Exercise  
Rehabilitation



**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.