

Self Insurers of South Australia Inc

Annual Report 2021–22



For SISA as an organisation, the resilience of our members has been the key to sustainability. Maintaining member service and keeping important information flowing has been our stock in trade. That our members have maintained their support for the association is, I believe, evidence that we have succeeded.

Rachel Webber, Chair

Annual Report 2021–22

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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 as well as the State public sector.

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.

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 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 set criteria and standards.

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 to ReturnToWorkSA a financial guarantee from an approved financial institution or an insurance bond from an approved insurer.
- Pay into an insolvency fund that is managed by ReturnToWorkSA for a specified period to protect the scheme if 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 reinsurance.
- Conform with performance standards set by RTWSA for work health & safety and return to work management systems.

The State public sector is deemed to be self-insured under the Return to Work Act 2014 and does not have the obligation to provide guarantees or carry excess of loss reinsurance. It does, however, work to the same performance standards set by RTWSA and pay an administrative fee.

Grants of private sector self-insurance are made by the Board of ReturnToWorkSA and cannot exceed 5 years. There are various conditions an employer must meet before self-insurance can be granted. After the initial grant period of up to 3 years, the self-insurance grant can be renewed for up to 5 years 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 and sustained failure or refusal to meet the conditions. The Code of Conduct for Self-Insured Employers contains the broad policy requirements for self-insurance. It can be accessed via www.rtwsa.com or www.sisa.net.au.

Chair's Report

It would be tempting to say that 2021–22 was a year of consolidation in a post-pandemic world. That, however, would be incorrect in that COVID-19 remains with us as the financial year closes and influenza is making a return, especially among younger people.

For SISA as an organisation, the resilience of our members has been the key to sustainability. Maintaining member service and keeping important information flowing has been our stock in trade. That our members have maintained their support for the association is, I believe, evidence that we have succeeded. Technology greatly aids our ability to assist and inform our members and bring them together in the face of pandemic-related restrictions. The availability of on-line attendance at events has encouraged participation, especially for those who might otherwise be unable to for geographic or other reasons.

The pandemic has not been the only challenge this year. The fallout from the decisions in Preedy and Summerfield is being felt, particularly on the premium-paying side of the scheme. We agree with ReturnToWorkSA that the decisions do not reflect what the Parliament intended, and that the issue comes down to a drafting error. As the year ends, another case, Wright, is being appealed to the Court of Appeals.

While most of our full members do not appear to be as adversely affected by Summerfield as feared, SISA has always held that the health of the entire scheme is essential to us all. To this end we have supported RTWSA in its call for a statutory remedy. As we know, a Bill for such a remedy was tabled in Parliament and then withdrawn. As the year ends, a substitute Bill that leaves Summerfield in place is under debate. The efficacy of that Bill, if passed, remains to be seen. As I write this, our best information suggests that the Bill would not act to the benefit of self-insurers. What gives us pause is the fact that the Bill was drafted in some haste. As we know all too well, a lack of in-depth analysis and testing prior to making new law can lead to unforeseen consequences, especially in the complex law of workers compensation. It could take years for the effects of the amendments to be understood.

The upward pressure on premium rates may be one of the drivers of the heightened interest in self-insurance that we are seeing. As many as 5 or 6 organisations are said to be conducting feasibility studies or completing expressions of interest.

The year has also seen internal transitions for SISA. In September 2021, Gail Warren left and Amanda Matthews joined us as Office Manager. Amanda brought a wide range of skills and knowledge to the role and has initiated many improvements in financial management and reporting. The pace at which she has adapted to the role has been admirable.

At about the same time as Amanda started, Robin advised the Executive Committee of his intention to retire from the Manager role in September 2022 after 16 years to take up part-time work in the industry and pursue his lifelong interest in aviation. I think we can all agree that Robin has been a true champion of self-insurance and a passionate believer in SISA. Many of us probably can't remember a time when Robin wasn't part of SISA, nor what the association looked like before he came aboard in 2006. Robin's last event in the role will be to host *Closing the Loop 2022*. I hope as many of you as possible will be there to wish him well.

The Committee has taken the opportunity to review the Manager role, and the position will be advertised in the new financial year.

At present, one of SISA's greatest needs is for more full member representatives to step forward for a role on our Executive Committee. The year has seen retirements and resignations, and numbers are now well down in the maximum of 12 members. Committee membership is by no means time-consuming, with on-line and telephone attendance at meetings that usually only last an hour or less and minimal documentation. The benefits are the opportunity to shape and guide SISA policy and getting an early, in-depth understanding of the key issues that affect our members. I urge all who are eligible to consider this opportunity.

Rachel Webber

Chair

Treasurer's Report

Like every other business, SISA has continued to face uncertainty. SISA is largely dependent on the revenue raised from member fees. With the pandemic still with us, all organisations, SISA included, must continue to exercise budgetary constraint and focus on cutting recurring costs.

That savings can be achieved without any major disruption to the member-facing services SISA provides is commendable. Gail's and Amanda's diligence and organisation have presented us with the reporting clarity needed to manage the association's finances with confidence.

Given that our member numbers have only reduced slightly means to us that for our members, SISA membership remains important. As stated elsewhere in this report, there were some losses of full and associate members, but as is the case in most years, the losses are broadly offset by new and prospective new members. Our membership numbers have been relatively stable over the years, even as self-insurance has slowly grown as a proportion of the South Australian scheme.

SISA fees have not been increased in well over 10 years. When the year-on-year effects of CPI are considered, today's fees are about 10% less than they were 10 years ago.

The restrictions imposed by the pandemic have eased although vigilance remains high. Our events have resumed as normal and are generally managed on as close to a break-even basis as can be achieved. The resumption of events has seen the sponsorship funds return to pre-pandemic levels.

Overall, it has been very pleasing to see how well we have done in the last 3 years, and members can be assured that SISA's finances are in sound hands. My thanks to Gail and Amanda for all the reporting, support and advice that has made the role of Treasurer so clear-cut.

Sue Wolstenholme

Treasurer

Manager's Report

From an operational standpoint, most of 2021–22 was relatively quiet on the legislation front, and the workers compensation side was dominated by the fallout from the Summerfield decision. Impairment assessment and lump sum liabilities have always been the potential Achilles heel of the current scheme. The effects of the Preedy and Summerfield decisions has shown just how sensitive the scheme is to faults in drafting that take the Act in directions not intended by the Parliament.

We know that is the case. The scheme started out with an average premium rate (APR) well below 2%. Furthermore, there are special provisions that make it clear that 2% or higher is considered an adverse outcome that should be brought before the Parliament without delay. Clearly then, the Full Court's interpretation imposed an approach to combining impairment assessments that was not part of the original design. It ought therefore at least be partly sheeted home to the drafting.

In June, there was a short-lived attempt by the State Government to reverse the effects of Summerfield. As we know, that attempt was ended by the realities of politics. The substitute Bill may or may not affect the long-term number of workers classed as seriously injured – I suspect that the focus of litigation will simply shift from 30% WPI to 35% WPI for physical injuries. With Summerfield remaining in place, higher levels of impairment are certainly easier to establish. Any reduction in serious injury cases has to be balanced off against the added lump sum liabilities for the 30%-34% cases. What that balance will look like is yet to be seen.

We can say with some degree of confidence that serious injury numbers among our private sector members have not been of as great a concern as is the case for the rest of the scheme. Our concern is with the lump sum liabilities for cases not classed as seriously injured. I think there are likely to be multiple drivers of the different situations regarding serious injury numbers including that:

- Large employers are in a better position to offer suitable work as early as possible for those with potentially higher levels of impairment, thus preserving the connection with the workplace;
- A different model for managing claims from day 1; and
- Heightened alertness to changes in diagnosis, the prescribing of opioid medication and the like that can both complicate things and pose a risk of considerably higher impairment assessments.

Former WorkCover CEO Lew Owens often said when speaking about the early days of the repealed scheme that it takes 9–10 years for a new scheme to mature to the point where a true picture of its effectiveness emerges. The more the legislation is tinkered with, the more the maturation process is delayed. I think that is as true now as it ever was. We have some years before the current scheme's true picture is clarified; even that is provided there are no significant changes to the legislation.

We can expect increasing amounts of other legislative activity in the coming few years. We already have industrial manslaughter and other proposed changes to the work health and safety legislation either on the table or on their way, mainly stemming from the Boland review. SISA will once again need to be on its toes and advocating for the members' interests. Our ability to affect outcomes was considerably blunted by the post-election composition of the Parliament and our strategies and expectations will have to reflect that.

This is my final Manager's report to you. After 16 years in the role, I will have retired from SISA and full-time work by the time you read this. I can say in all truth that it has been the most educative and rewarding phase of my working life. I owe a huge vote of thanks to everyone who has served on the Executive Committee, the succession of skilled and capable Office Managers and all of the members. All have been of incalculable help and support and have greatly aided me in the role. I have always said that SISA is the sum of its parts, those parts being the members. The support and assistance of, and advocacy for our members has always been, and must always be, the one true objective. I urge you all to give my successor and the association the continued support that has so guided and motivated me.

Robin Shaw

Manager

SISA Executive Committee 2021–22

CHAIR

Rachel Webber

Boral Ltd

DEPUTY CHAIR

Stevie Sanders

*LGA Workers
Compensation Scheme*

TREASUR

Sue Wolstenholme

Philmac Pty Ltd

MEMBER

TO SEPTEMBER 2021

Helen Galindo

*Office of the Commissioner
for Public Sector Employment*

MEMBER

Dorota Clausen

Pernod Ricard Winemakers

MEMBER

Shane Collins

Viterra

MEMBER

TO SEPTEMBER 2021

Bryan Colburn

Westpac Group

MEMBER

FROM OCTOBER 2021

Melissa Verhage

Westpac Group

MEMBER

FROM OCTOBER 2021

Amanda Jones

Accolade Wines

MEMBER

Clare Konecny

Schneider Electric Pty Ltd

Executive Committee meeting attendance 2021–22

	Meetings	Attended
Dorota Clausen	11	8
Bryan Colburn	3	2
Shane Collins	11	8
Helen Galindo	3	0
Amanda Jones	8	7
Clare Konecny	11	8
Stevie Sanders	11	11
Melissa Verhage	8	6
Rachel Webber	11	9
Sue Wolstenholme	11	10

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.

2021–22 saw a continuation of the highly constructive relationship between ReturnToWorkSA and SISA. The Corporation continues to consult SISA on relevant matters and provides important information direct to self-insurers, an efficient arrangement that SISA supports.

SISA is recognised by its members 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, including industry associations. SISA's expertise in workers compensation is acknowledged by the rest of the organised business community.

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 2021–22 include:

- The *Return to Work & Act 2014*, and its supporting regulations and instruments
- Bills tabled in Parliament:
 - Return to Work (Permanent Impairment Assessment) Amendment Bill 2022
 - Return to Work (Scheme Sustainability) Amendment Bill 2022
 - Work Health and Safety (Crystalline Silica Dust) Amendment Bill 2022
 - Work Health and Safety (Industrial Manslaughter) Amendment Bill 2022
 - Return to Work (Impairment Assessment Guidelines) Amendment Bill 2021

- Tools and advice relating to the COVID-19 pandemic
- Gazette notices
- Decisions of the SA Employment Tribunal and SA Supreme Court/Court of Appeals, in particular the ramifications of the Summerfield decision of the SA Supreme Court Full Court
- Case law on mandating vaccinations in the workplace
- Annual review of the RTWSA medical, hospital & allied health fee schedules
- Review of the Impairment Assessment Guidelines
- 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 2022*, promises to be another great success. Our bi-monthly forums serve to update members on developments and present speakers on a range of informative and up-to-date topics. In 2021–22 these included:

- Developments at The International Spine Centre Eleanor Clausen
- Breaking the Cycle: Contemporary Approaches to Managing Back Pain Mr Y.H. Yau
- Movement @ TISC: How Are We Progressing? The International Spine Centre Movement Team
- Behavioural economics and personal injury Dr Doron Samuell, consultant psychiatrist
- Biopsychosocial - research and implementation Dr Pam Garton, Occupational Therapist
- 2021: A Year in Review Guy Biddle, Finlaysons Lawyers
- Compliance, risk and responsibility with contractors Will Snow, Finlaysons Lawyers
- Contractor Safety Management - the Do's, Don'ts and Downright Silly Sue Bottrell, Lawyer & Fellow, AIHS
- Managing COVID-19 in the workplace Neville John, KJK Legal
- The impacts of COVID-19 on the South Australian scheme Declan Collins, Chief Operating Officer RTWSA
- An overview on the impacts of the Summerfield decision Geoff Keen, Actuary, Brett and Watson

- Assessment of Condition and Treatment (ACT) - ACT Early and Change the Game Marcus Mancer, Musculoskeletal Physiotherapist
- Causality, Tolerance and Capacity: the factors to consider in an Occupational Physician assessment Dr Reza Sabetghadam, Occupational Physician

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 2021–22, all but 4 South Australian private sector self-insurers were members of SISA with one of those 4 applying to re-join shortly after the year ended. We also welcomed 2 new full members and some new associate members. There were some losses of full members as a result of shutdowns and mergers but these will be balanced in the coming year by new applications for self-insurance.

SISA has a strong track record in advocating for the interests of its full members at all levels up to and including State Parliament. Our history of being able to influence the statutory and regulatory environment has few equals and has over the years saved our full members considerable costs, and, at times, from loss of self-insurance.

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 also regarded as a leader of workers compensation expertise among the various industry associations.

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 association is a strong supporter of the Collaborative Partnership for Workplace Health and Wellbeing in South Australia. 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, advice, responses, submissions and lobbying regarding the following:

- The Full Court decision in Summerfield
- Publications in the Government Gazette
- Court decisions around the country in relation to CoVID-19 vaccination mandates
- Return to Work (Permanent Impairment Assessment) Amendment Bill 2022
- Return to Work (Scheme Sustainability) Amendment Bill 2022
- Work Health and Safety (Crystalline Silica Dust) Amendment Bill 2022
- Work Health and Safety (Industrial Manslaughter) Amendment Bill 2022
- Return to Work (Impairment Assessment Guidelines) Amendment Bill 2021
- Medical, hospital and allied health fee schedules
- Changes to the model WHS laws
- Heathy Workplaces Community of Practice Events
- Changes to the SAET Practice and Attendance Directions
- Draft changes to the SAET Rules

- Excess of loss reinsurance
- Recoveries
- Assessing claims for future surgery
- The High Court decision in *Workpac v Rossato* concerning casual employment
- Safe Work Australia's work on respirable silica crystals

SISA communicates as needed 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. We are developing a relationship with the State Opposition.

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

In 2021–22, very successful sessions were held on recoveries and section 18 of the RTW Act. The recoveries session was undertaken in conjunction with BDK Lawyers and ASC Training & Development. It was our first event that was completely online.

The recoveries seminar was arranged in conjunction with HWL Ebsworth Lawyers and was presented by His Honour Deputy President Judge Rossi of the SAET.

During the year we acquired the equipment to make our events available on line, and this has been extended to our bi-monthly forums so that a wider audience can be reached.

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 2021/22. 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.

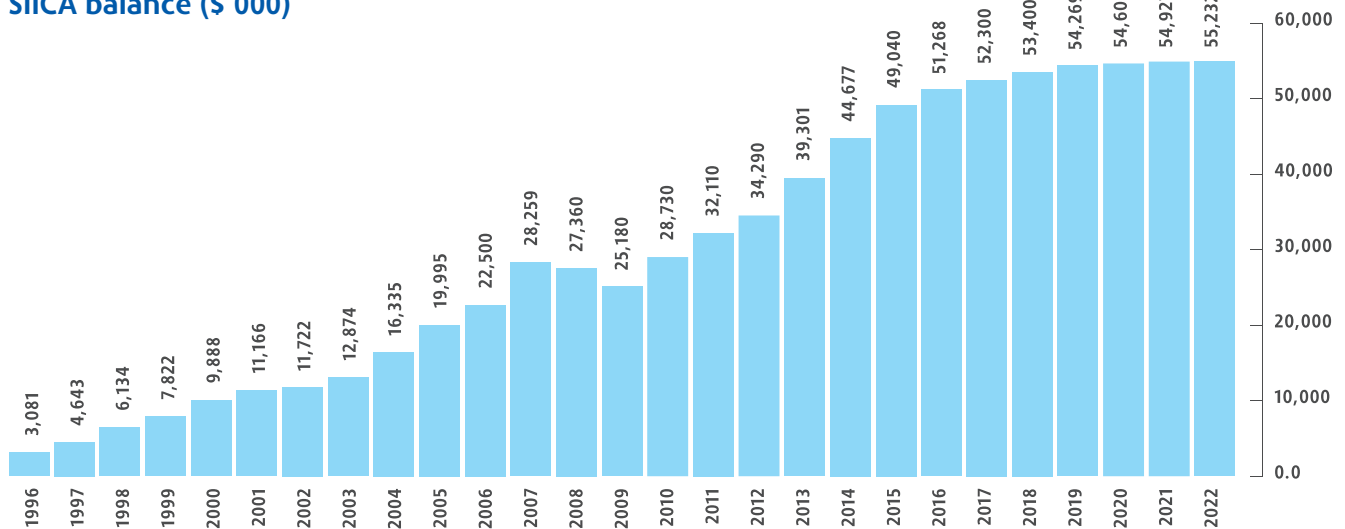
The Self-insurer Insolvency Contribution Aggregate

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).

What was originally the Exempt Employer Reserve Account commenced on 1 January 1996. It was renamed the SIICA in 2007 after the then WorkCover revised the arrangements based on legal advice. 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. The aggregate consists of \$2.5 million initially contributed by the then WorkCover, the accumulated contributions of self-insurers and the investment earnings of those contributions.

All private sector 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)



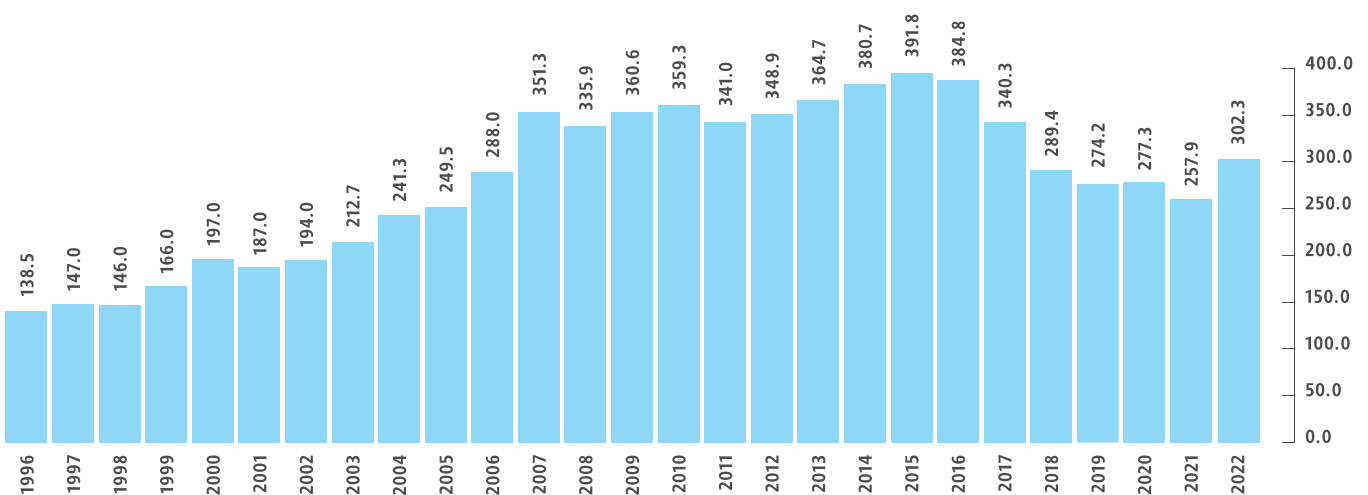
Self-insurer Financial Guarantees

In addition to the SIICA funds, at 30 June 2022, ReturnToWorkSA held financial guarantees from private sector self-insurers totalling \$302.3 million. By removing the 50% scaling factor from that total, we can see that the combined liabilities of the private sector self-insurers is about \$151 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 2021–22 saw a sharp rise in total guarantee values. This may be partially attributed to new grants of self-insurance during the year and the short-term effects of the Full Court decision in Summerfield¹. What is unknown at this stage is what longer-term effect the Summerfield decision and the Return to Work (Scheme Sustainability) Amendment Act 2022 will have on lump sum liabilities, numbers of serious injury claims and consequently on guarantee values.

Public sector self-insurers are not required to provide financial guarantees because the Crown is 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 about 19% of the scheme by remuneration, which is similar to the self-insurance exposure of the NSW scheme, but more than other schemes.

¹ Return To Work Corporation of South Australia v Summerfield [2021] SASCFC 17 (11 March 2021)

Financial Guarantees held by RTWSA (\$m)



Full Members: SISA membership as at 30 June 2022

Accolade Wines Australia Ltd	Flinders University	SA Water Corporation
ACH Group	Fullarton Lutheran Homes Inc.	Samuel Smith & Son
ACHA Health	Healthscope	Santos Ltd
Adbri Ltd	Helping Hand Aged Care	Schneider Electric (Aust) Pty Ltd
Adelaide Casino	Holcim (Australia) Pty Ltd	Silver Chain Group
Advertiser Newspapers Pty Limited	Inghams Enterprises Pty Ltd	SMR Automotive Australia Pty Limited
Ahrens Group Pty Ltd	Intercast & Forge Pty Limited	Southern Cross Care (SA&NT)
AnglicareSA	ISS Facility Services	St Andrew's Hospital
ANZ Banking Group Ltd	Kalyra Communities (James Brown Memorial Trust)	Teys Australia Naracoorte Pty Ltd
Arnott's Biscuits Limited	Kimberly-Clark Australia	The University of Adelaide
ASC Pty Ltd	LHI Retirement Services	Thomas Foods International Pty Ltd
BHP Billiton	Little Company of Mary Health Care	Toll Group
BlueScope Limited	Local Government Association Workers Comp Scheme LGAWCS	Treasury Wine Estates Vintners Ltd
Boral Limited	Nyrstar Port Pirie Pty Ltd	University of South Australia
Bridgestone Australia Ltd	Office of the Commissioner for Public Sector Employment on behalf of all Crown Agencies and entities	Utilities Management Pty Ltd
Catholic Church Endowment Society Inc	OneSteel Manufacturing Pty Limited (GFG Alliance)	Ventia Ltd
Coles	Pernod Ricard Winemakers	Veolia
Competitive Foods – Hungry Jack's	Philmac Pty Ltd	Viterra Pty Ltd
David Jones	Programmed Maintenance Services	Westpac Banking Corporation
Detmold Packaging Pty Ltd	RAA Inc	
Drakes Supermarkets	Resthaven Incorporated	
ECH Inc		
Eldercare Inc		
ElectraNet Pty Ltd		
Electrolux Home Products		
Equity & Advisory Limited		
Estia Health		

Associate Members: SISA membership as at 30 June 2022

ASC Training & Development	Lawson	SISA membership numbers 2021–22
BAE Systems Australia Ltd	Liberty Specialty Markets	
Bradbrook Lawyers	Local Government Association	Full members
Brett & Watson Pty Ltd	Lockton Australia	As at 30 June 2021 <u>71</u>
Bunnings Group Limited	Mani Physiotherapy and Consult	As at 30 June 2022 <u>66</u>
City of Adelaide Council	mlcoa	
Corporate Health Group Pty Ltd	MPOT Pty Ltd	Associate members
Dr Jones & Partners Medical Imaging	nb&a Pty Ltd	As at 30 June 2021 <u>53</u>
Dr Marty Ewer	Next Generation Occupational Medicine	As at 30 June 2022 <u>47</u>
Duddy Shopov Lawyers	Nordwake Pty Ltd	
DW Fox Tucker Lawyers	PeopleVision	
EML	Pinnacle Workplace Consultants Pty Ltd	
eReports Pty Ltd	Procure Group	
Finlaysons Lawyers	QBE Insurance	
G4S Compliance & Investigations	Recovery Partners	
Gallagher Bassett Services	Recovre	
Gilchrist Connell	Solv Solutions	
Greencap	Sparke Helmore Lawyers	
Guardian Exercise Rehabilitation	St John Ambulance SA	
Healthmarq Pty Ltd	The International Spine Centre	
Henderson Horrocks Risk Services	Uniting Communities	
IPAR Rehabilitation	Uniting SA	
JLT Risk PtyLtd	Willis Towers Watson	
KJK Legal	WorkGain Solutions Pty Ltd	
Konekt Pty Ltd		

SISA wishes to thank our sponsors for their generous support in 2021–22

The International Spine Centre

mlcoa

Finlaysons Lawyers

Lawson Risk Services

Gallagher Bassett

eReports

WorkGain Solutions

KJK Legal

ReturnToWorkSA

DW Fox Tucker Lawyers

nb&a Group

Skytrust QHSE

Mediation ERS

Procare

PeopleVision

Donesafe

Guardian Exercise
Rehabilitation

IPAR

The Collaborative Partnership for Workplace Health and Wellbeing in South Australia



SISA is a proud member of the Collaborative Partnership for Workplace Health and Wellbeing in South Australia together with State government bodies, industry, statutory insurers, academics and unions reflecting a commitment towards improving workplace health, safety and wellbeing across South Australia.

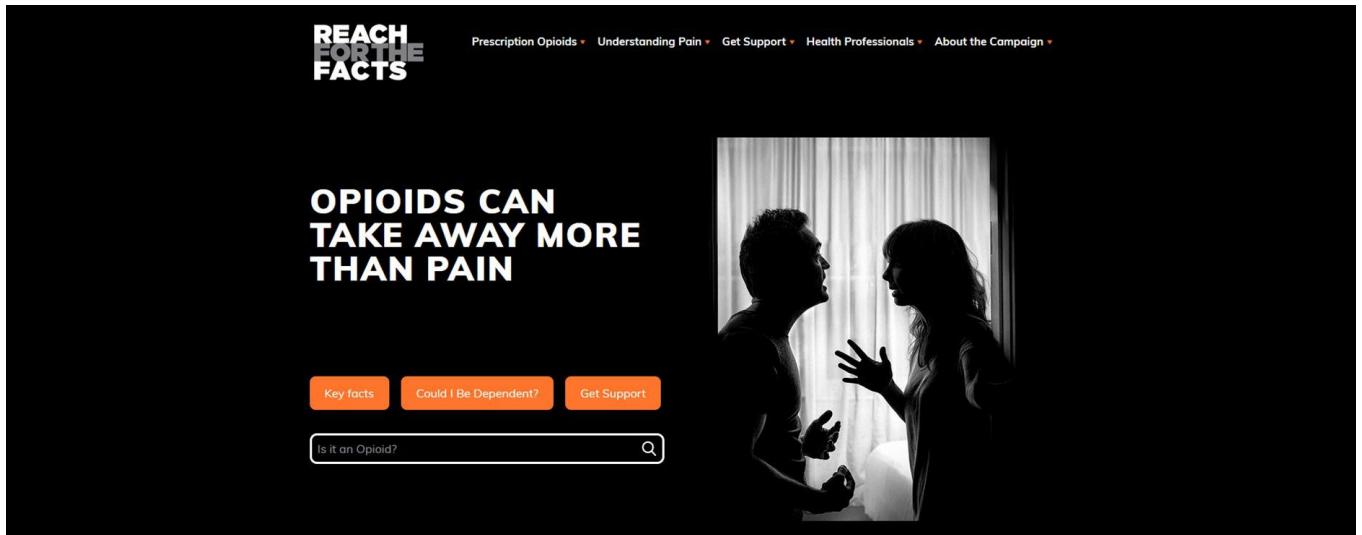
We are also a signatory to the *South Australian Workplace Health and Wellbeing Charter*.

The Healthy Workplaces website is a trusted site for South Australian employers and workers to access information and practical tools to support workplace health and wellbeing. The website brings together cross-sector information including a range of practical tools and resources to help create a healthy workplace.

With the rates of chronic disease and mental health conditions in the workplace on the rise, it is imperative that we work together to create a coordinated and innovative response to support industries and workplaces to thrive. The website provides business leaders and workers with the information they need to create a healthy workplace which contributes to greater productivity outcomes, fewer work-related injuries and illnesses, positive workplace culture and improved health and wellbeing outcomes for workers.

SISA encourages everyone to visit the *Healthy Workplaces* website and make use of its *tools and resources*.

The Reach for the Facts campaign



SISA has regularly highlighted the menace of opioid abuse and over-prescribing.

We congratulate RTWSA for its sophisticated approach to raising awareness via its ongoing funding and coordination of the *Reach for the Facts* campaign. The multi-media advertising campaign is now well known. We urge all our members to make use of the Reach for the Facts website and the resources it offers.

Of practical value is the *prescription checker* that allows users to enter the name of a drug and find out if it is an opioid:

