

Self Insurers of South Australia Inc

Annual Report 2022–23



For SISA as an organization, the last year, following on from the pandemic has been a testament to not only the resilience of our members but the importance that they apply to their jobs in keeping their employees safe, first and foremost and helping those injured, recover and recalibrate their lives, including returning to the workforce if possible.

SISA commenced a change process this year as we farewelled our longstanding stalwart and Manager Robin Shaw and welcomed Wayne Potter, tasked by the Executive Committee with further engaging with members and enhancing our value proposition. Maintaining member services, keeping important information flowing and advocacy has been our stock in trade. Our members have been engaged in what they would like to see additionally from SISA.

Accordingly, we have implemented a calendar of professional development and education activities, in person and an online offering, commenced a re-fresh of our website and expanded our Associate Member numbers and networking opportunities for members. We are heavily invested in improving our agility to respond to members concerns and queries and being heard as the peak advocate body for Self insurers. That is always ongoing! It has been a active year for SISA in the context of those changes mentioned and a number of submissions. We continue to strive to be as influential as possible and supportive of our members and in promoting well being and safety for all.

Rachel Webber, Chair

Annual Report 2022–23

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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 2022–23 was a year of recovery and consolidation in a post-pandemic world. That, however, would be incorrect in that COVID-19 remains with us as the financial year closes and many businesses and communities are still struggling to fully recover. Nevertheless, on the pandemic front we seem to have come through the worst of it.

Like all of society and businesses, SISA also has gone through significant change in 2022-2023 and is adjusting and re-freshing.

For SISA as an organization, the resilience of our members has been the key to sustainability emanating from the pandemic. 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. The availability of on-line attendance at events has encouraged participation, especially for those who might otherwise be unable to for geographical or other reasons. This year SISA has seen the departure of our longstanding steward Robin Shaw and the Executive Committee made a deliberate decision to explore a change management path forward and appointed Wayne Potter as the new General Manager with a brief to enhance member engagement, canvas members to ascertain what they wanted from SISA and deliver an improved value proposition for members.

The result has been the development of a distinct set of member focused activities and initiatives.

Professional Development sessions for members were planned and delivered in most months of the second half of the Financial year, along with a SISA staple of bi-monthly Friday Forums. The monthly newsletters have been enhanced, several Community of Practice sessions were held in the third quarter of the Financial year, where self-insured members and a panel including lawyers and Return to Work SA, discussed the issues and learning for self-insurers as well as the benefits. All our sessions in the second half of the financial year have been presented online for members unable to attend in person.

Attendance has been consistently good. Some sessions have been videoed and made available to members via our website member only log in. We have enhanced our newsletters to members and commenced on a website refresh which should be completed by Christmas 2023. The Executive also approved a Strategic Plan for the calendar year 2023 which focused on member engagement, financial sustainability, professional development sessions and submissions to relevant stakeholders on industry proposed changes.

The fallout from the decisions in Preedy and Summerfield continues. We agree with ReturnToWorkSA that the decisions did not reflect what the Parliament intended.

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.

The potential for upward pressure on premium rates may be one of Self Insurers of South Australia – Annual Report 2022–23

the drivers of the heightened interest in self-insurance that we are seeing. Equally, there seems to be some likelihood of an increase in Psychological injury claims. Apparently, the eastern seaboard schemes have seen significant increases in these type of claims and costs and it would be puzzling if the SA scheme did not experience these as well in time. The SA scheme expects to see the Psychosocial Regulations and Code of Practice introduced in the second half of the 2023 calendar year. A number of organizations have contacted SISA and are conducting feasibility studies or completing expressions of interest in relation to becoming self-insured and SISA has been liaising with and offering advisory services.

At present, one of SISA's greatest needs is for more full member representatives to step forward for a role on our Executive Committee.

Committee membership is by no means time-consuming, with on-line and telephone attendance at meetings that usually only last an hour. 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 in the post pandemic world. SISA is primarily dependent on the revenue raised from member fees. SISA has not had a member fee increase for over a decade and will affect a 3% increase in members fees for the 2023/2024 year. SISA will continue to exercise budgetary constraint and focus on cutting costs and financial sustainability. This is no mean feat given the extra value add member initiatives SISA has committed to deliver going forward.

Given that our member numbers have increased slightly, essentially in the Associate Member space, means to us that for our members, SISA membership remains relevant and important. Our membership numbers have been relatively stable over the years, despite the pandemic and 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. Accordingly, the Executive Committee will increase member fees by 3% for the upcoming new financial year. As members businesses continue to build and improve post pandemic, hopefully the fee increase will be understood and mitigated by business improvement and recovery.

Overall, members can be assured that SISA's finances are in sound hands. The year just finished had some extra ordinary, one-off expenses to do with re-location and fit out of the new premises at Greenhill Road, Parkside, and the departure of Robin after 16 years of service. These did have a marked impact on the year's results as the rent has increased for the Parkside premises, and we have fitted it out so it can be a terrific training venue and boardroom opportunity for members and other stakeholders wanting to use the facilities. Longer term, we hope it can become a good income generator for SISA.

We also had some unanticipated actuarial expenses in this year to do with emerging Excess of Loss and Financial Guarantee issues, which we used as a basis to propose changes to RTWSA. RTWSA have said they will be releasing a position paper to Self-Insurers and SISA in the second half of the 2023 calendar year, which discusses the issues and opportunities we raised with the actuarial advice we countenanced. Finally, my thanks to 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 2022–23 was relatively quiet on the legislation front. The workers compensation side was dominated by a wait and see approach re the Summerfield decision. Impairment assessment and lump sum liabilities have always been the potential concerns of the current scheme. RTWSA commenced a co-design process with key stakeholders for the latest revision of the Impairment Assessment Guidelines and are aiming to have those finished in the first half of calendar year 2024, I understand. SISA has embarked this year on a change management focus with more member visits and engagement to further understand what members most want from SISA and how SISA can best add value.

The year commenced with the pending retirement of long-term SISA stalwart Robin Shaw and shortly after his departure the appointment of myself with a very clear and purposeful brief from the SISA Executive Committee to meet with members, engage and obtain a clear understanding of what the membership wanted in services from SISA. This was done from a lens of wanting to check members needs and wants and a change management focus.

I can say confidently that in my discussions and meetings with members they wanted the advocacy to continue, to be regularly informed and apprised of developments in the industry, for there to be more safety content in SISA's education and published content, as well as the stock in trade injury management sessions and information, and a greater online offering for members who are either interstate based, regional or simply unable to attend the sessions. Members also sought more opportunities for networking and collaboration, a re-refresh of the SISA website and were keen about the continuation of the annual Closing the Loop Conference.

Early in calendar year 2023, after approval from the Executive Committee I set about the operational implementation of those initiatives.

Advocacy

In August 2022 SISA made a written submission to the SA Legislative Council Senate Select Committee on the Return-to-Work SA Scheme.

In November 2022 SISA made a written submission to the Government's review of the Practice and Jurisdiction of the SAET.

In February 2023 SISA made a written submission to the Government in relation to the draft Industrial Manslaughter legislation.

In April 2023 Rachel Webber (SISA Chair) and myself appeared before Select Committee on the Return-to-Work Scheme SA, at their invitation.

In August 2023 SISA made a written submission to the SA Government in relation to the draft proposed amendments to Section 18; Return to Work (Employment and Progressive Injuries) Amendment Regulations 2023

In August 2023 SISA made a written submission to SafeWork Australia in relation to their draft proposal to broaden the incident reporting and notification obligations of Employers.

As part of the ongoing consultation on the development of the new edition of the Impairment Assessment Guidelines with the Stakeholder Consultation Group, James Large has attended two SISA Executive Committee meetings to brief the SISA Executive on progress. SISA has also written to him at RTWSA outlining it's

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concerns with the accreditation and quality control processes inherent in the current system.

Member Engagement and Professional Development

Commencing in March 2023, SISA embarked on two Community of Practice sessions with a panel of self-insured members, lawyers and RTWSA representatives, discussing as a panel, their learnings and advice to other self insurers. The sessions were well attended in person and on line.

SISA also produced a calendar of monthly professional development and education sessions for Members through to the end of 2023, as well as the regular bi monthly Friday Forums. More than 7 sessions were conducted in the second half of this financial year.

In consultation with RTWSA, SISA facilitated three consultation sessions with members and RTWSA specifically on the current reports used in evaluations, with a view to RTWSA using the feedback to improve the reports.

Where SISA had presenter permission, streamed professional development sessions were also loaded onto the SISA website for members viewing.

Monthly SISA newsletters have been increased in volume and individual member logins to the website now sit at over 500 individuals-the most ever!

Growing the Membership base.

One new full member and 8 new Associate Members joined SISA in 2022-2023.

Website Refresh

The SISA Executive approved a website refresh in the second half of the financial year and completion is expected by the end of 2023 calendar year. SISA has already increased the amount of marketing and publicity for members and Associate Members now available on the website and this will increase.

Closing the Loop Annual Conference

The SISA Executive endorsed a extensive review and ramping up of the conference in terms of the issues members wanted to hear about and a compelling speaker list and significant time and resources has been put into ensuring the conference is a major success.

This has been the SISA playbook for this financial year and significant time and energy have been directed at increasing member engagement and value add and the feedback has been welcoming and positive.

The days ahead!

Actuaries and those who have spent their careers in compensation schemes often say that it takes 9–10 years for a new scheme to mature to the point where a true picture of its effectiveness emerges.

We have some years ahead examining what the recent changes and SAET decisions will mean and can expect increasing amounts of other legislative activity in the coming years. We already have industrial manslaughter and other proposed changes to the work health and safety legislation on their way.

SISA hopes that the changes it has made this year in member engagement and value-added services, as well as its usual

advocacy will enhance its ability to advance the cause of and represent self-insurers. It appears to be a challenging few years ahead for many stakeholders and businesses and we will be agile and forthright in our responses and on your behalf.

Wayne Potter
General Manager

SISA Executive Committee 2022–23

CHAIR

Rachel Webber
Boral Ltd

DEPUTY CHAIR

Stevie Sanders
*LGA Workers
Compensation Scheme*

TREASURER

Sue Wolstenholme
Philmac Pty Ltd

MEMBER

Commenced July 2022 TO
OCTOBER 2022

Joy McMahon
Kalyra

MEMBER

Dorota Clausen
Pernod Ricard Winemakers

MEMBER

Barb Terreu
Coles

MEMBER

Jed Shearer
Eldercare

MEMBER

Melissa Verhage
Westpac Group

MEMBER

Amanda Jones
Accolade Wines

MEMBER

Clare Konecny
Schneider Electric Pty Ltd

MEMBER

Melody Scroggs
LGAWCS No Voting Rights*

MEMBER

Commenced Feb 2023
Rian Carter
*Office of the Commissioner for Public
Sector Employment*

MEMBER

Commenced Feb 2023
Ian Hutchinson
ISS World

Executive Committee meeting attendance 2021–22

	Meetings	Attended
Dorota Clausen	11	8
Jed Shearer	3	2
Melody Scroggs	11	8
Ian Hutchinson	3	0
Amanda Jones	8	7
Clare Konecny	11	8
Stevie Sanders	11	11
Melissa Verhage	8	6
Rachel Webber	11	9
Barb Terreu		
Melody Scroggs		
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.

2022–23 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 recognized 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.

SISA made six written submissions to Government and Regulatory bodies in the 2022-2023 Financial Year.

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 2022–23 included:

- The *Return to Work Act 2014*, and its supporting regulations and instruments

- 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
- 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
- SISA bi-monthly Forums from People Vision, The International Spine Centre, Finlaysons, Lawson Risk Management, Work Gain and e Reports.

Our annual conference, *Closing the Loop 2023*, promises to be another great success. Our monthly professional development sessions for members have covered, topics such as the Management of hearing loss claims, Impairment assessments, Industrial manslaughter, Section 18, the pending Psychosocial Regulations and Code of Practice, RTW Obligations and Requirements and have served to update members on developments and present speakers on a range of informative and up-to-date topics.

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 2022–23, all but 2 South Australian private sector self-insurers were members of SISA. We also welcomed 1 new full member and 8 new associate members.

SISA has a strong track record in advocating for the interests of its full members at all levels up to and including State Parliament.

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.

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 recognized 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.

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:

- In August 2022 SISA made a written submission to the SA Legislative Council Senate Select Committee on the Return-to-Work SA Scheme.
- In November 2022 SISA made a written submission to the Government's review of the Practice and Jurisdiction of the SAET.
- In February 2023 SISA made a written submission to the Government in relation to the draft Industrial Manslaughter legislation.
- In April 2023 Rachel Webber (SISA Chair) and myself appeared before Select Committee on the Return-to-Work Scheme SA, at their invitation.
- In August 2023 SISA made a written submission to the SA Government in relation the draft proposed amendments to Section 18; Return to Work (Employment and Progressive Injuries) Amendment Regulations 2023
- In August 2023 SISA made a written submission to SafeWork Australia in relation to their draft proposal to broaden the incident reporting and notification obligations of Employers.
- As part of the ongoing consultation on the development of the new edition of the Impairment Assessment Guidelines with the Stakeholder Consultation Group, James Large has attended two SISA Executive Committee meetings to brief the SISA Executive on progress. SISA has also written to him at RTWSA outlining it's concerns with the accreditation and quality control processes inherent in the current system.
 - 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
- Heathy Workplaces Community of Practice Events
- Changes to the SAET Practice and Attendance Directions
- Draft changes to the SAET Rules

- Excess of loss reinsurance

SISA communicates as needed with Members of the South Australian Parliament and other peak organizations 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 2022-23, very successful professional development sessions were held at SISA offices and online on the topics mentioned earlier in this report.

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 2022-2023. This has included meetings with 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.

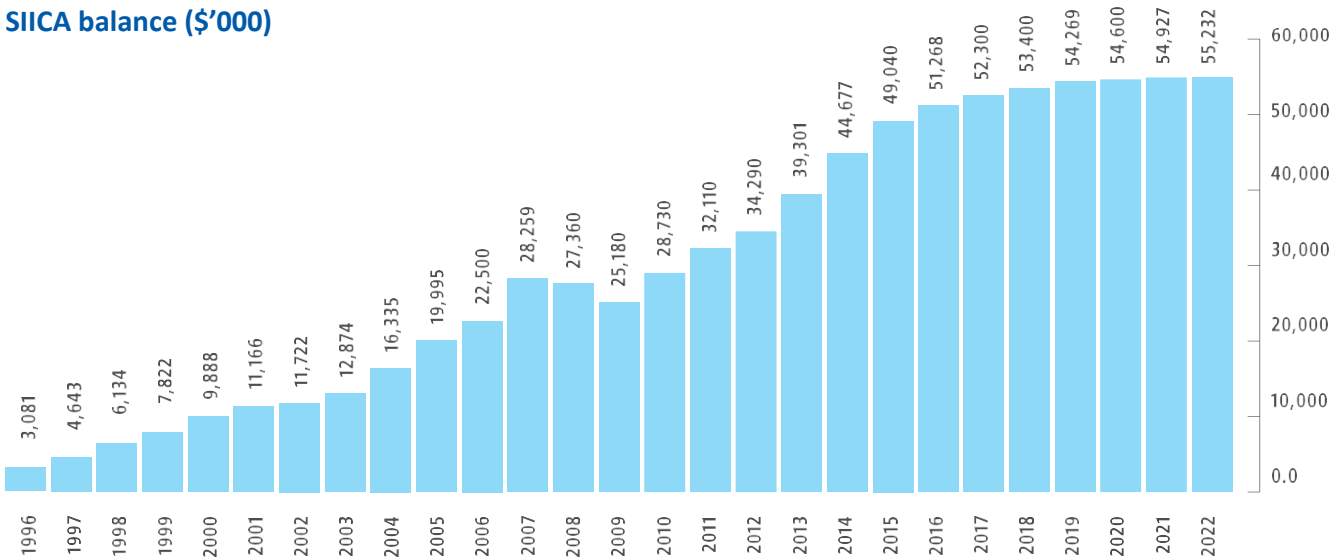
The Self-insurer Insolvency Contribution Aggregate

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)



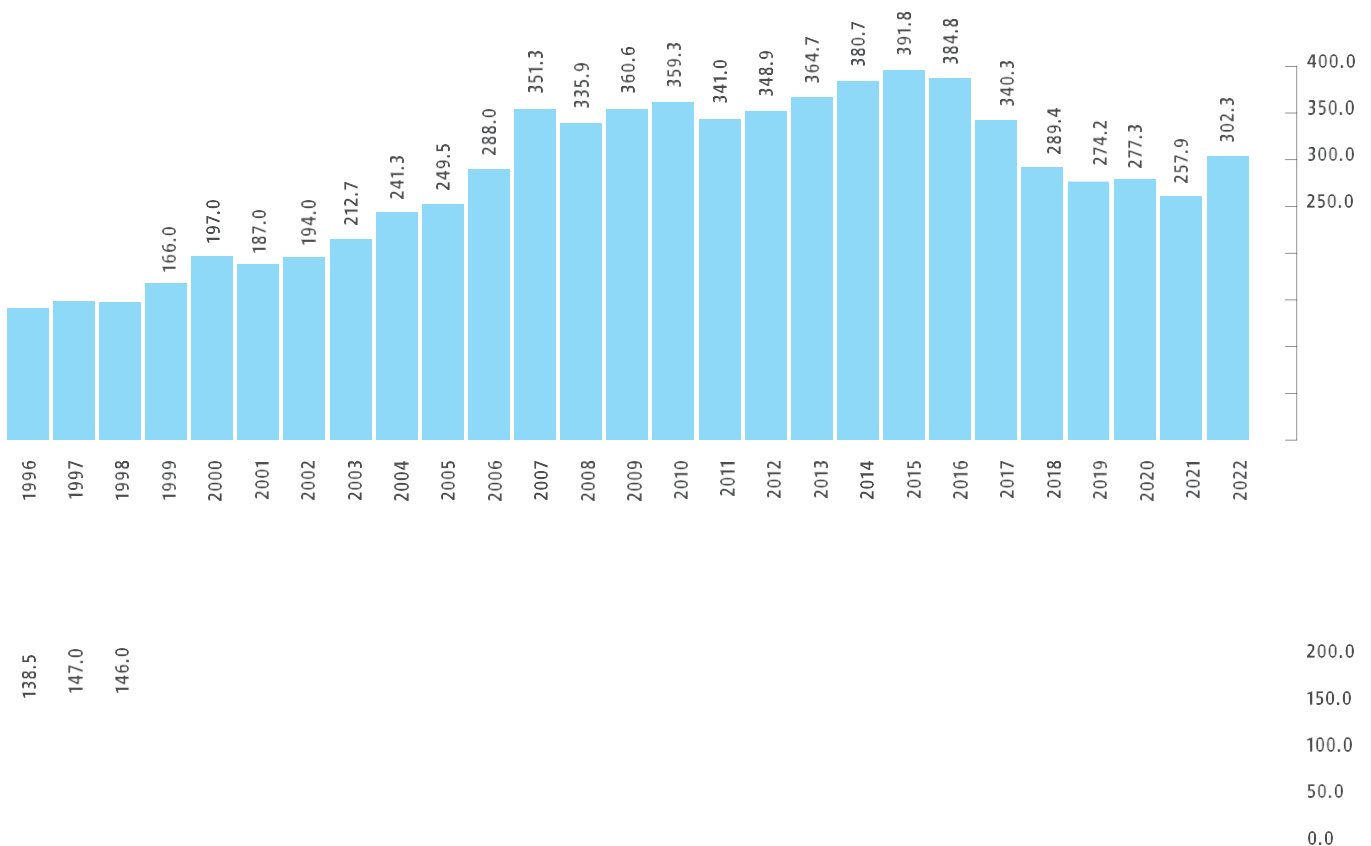
Self-insurer Financial Guarantees

In addition to the SIICA funds, at 30 June 2023, ReturnToWorkSA held financial guarantees from private sector self-insurers totalling \$308,726,023.

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.

Financial Guarantees held by RTWSA (\$m)



Full Members: SISA membership as at 30 June 2023

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

Associate Members: SISA membership as at 30 June 2023

Acumen Health	Solutions	Lawson
Adaptive WorkPlace Services	IPAR Rehabilitation	Local Government Association
ASC Training & Development	JLT Risk PtyLtd	WCD Workers Compensation
Systems Australia Ltd	KJK Legal	Solutions
Beneficent	Konekt Pty Ltd	Mani Physiotherapy and Consult
Bradbrook Lawyers		Melino Legal
Brett & Watson Pty Ltd		mlcoa
Bunnings Group Limited		MPOT Pty Ltd
City of Adelaide Council		nb&a Pty Ltd
Corporate Health Group Pty Ltd		Next Generation
Dr Jones & Partners		Occupational Medicine
Medical Imaging		Nordwake Pty Ltd
Dr Marty Ewer		PeopleVision
DW Fox Tucker Lawyers		Pinnacle Workplace Consultants
EML		Pty Ltd
eReports Pty Ltd		Procare Group
Finlaysons Lawyers		QBE Insurance
Finity Consulting Pty Ltd		Rehab Management
G4S Compliance & Investigations		Recovery Partners
Gallagher Bassett Services		RGF Staffing
Gilchrist Connell		Recovre
Greencap		RSL Care RDNS Ltd T/A Bolton
Guardian Exercise Rehabilitation		Clarke
Hall & Wilcox		Sedgewicks
Healthmarq Pty Ltd		Solv Solutions
Henderson Horrocks Risk Services		ShopovGiorgas lawyers
Innovate Mental		Sparke Helmore Lawyers
Health Workplace		SLP Consulting
		St John Ambulance SA

The International Spine Centre
Thomson Geer

WorkGain Solutions Pty Ltd

SISA membership numbers 2022–23

Full members

As at 30 June 2022 68

As at 30 June 2023 71

Associate members

As at 30 June 2022 47

As at 30 June 2023 56

SISA wishes to thank our sponsors for their generous support in 2022–23

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

Procure

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*.

