



Minutes

Meeting Location:

Minter Ellison
Waterfront Place, 1 Eagle St, Brisbane

Attendees:

Ashlyn	Dyer	APM
Ross	West	APM
Trinity	McKenzie	Arnott's Biscuits
Sharon	Smith	Arnott's Biscuits
Thanh	Tran	Aurizon
Andrew	Murrell	BHP Billiton
Peter	Irving	Brisbane City Council
Saija	Saunders	Brisbane City Council
Jennifer	Ortik	Broadspectrum
Louise	Cook	City Cover
Mark	Dank	City Cover
Tania	Perina	CSR Limited
Jessica	Setefano	Employers Mutual
Melanie	Lee	Injury Treatment
Julie	Fox	IPAR
Dean	Campbell	JLT
David	Swan	Local Government Association of Qld

Meeting: ASIEQ Forum Meeting

Date: Wed 10 February 2016

Time: 8:30am

Attendees:

Lauren	Wright	Medilaw
Rhianna	Muir	mlcoa
Samantha	Norton	mlcoa
Christine	Litzow	Qantas
Glynis	Nayler	QBE
Wayne	Cooke	Queensland Rail
Peter	Davis	Redland City Council
Mark	Hopsick	Rio Tinto
Trish	Bassett	RSL Care
Rod	Knights	University of Queensland
Karen	Wilson	WCD
Ann-Marie	Saiani	Westpac
Tony	Cacciola	Willis
Gary	McMullen	Willis
Osnat	Patton	Willis

Apologies:

Luke	Bowman	BHP Billiton
Kelly	Tucker	Brisbane City Council
Len	Clapshaw	Teys
John	Dacey	Teys
Justin	Crowley	Toll
Christine	Judge	Townsville City Council
Tina	O'Reilly	Townsville City Council
Clodagh	McCowen	Wesfarmers
Sue	Richardson	Westpac
Patina	Pitkin	Wilmar
Karen	Shroder	Wilmar
Lisa	Steel	Wilmar

Guest

Speakers:

Aleisha	Dunn	WC Regulator
John	McDiarmid	WC Regulator
Gary	McMullen	Willis
Janine	Reid	WorkCover Qld
Liz	Row	WorkCover Qld

Minutes:

Sophie	Herd	CBA
Debra	O'Sullivan	CBA



Item No	Agenda Item	Action								
1.	<p>Attendance/Apologies Apologies from floor: None</p>	No action required								
2.	<p>Minutes Previous Forum minutes and actions reviewed and accepted</p>	No action required								
3.	<p>Correspondence Log Correspondence log reviewed and accepted</p>	No action required								
4.	<p>Treasurers Report presented by Rod Knight</p> <table border="1" data-bbox="277 981 1281 1272"> <tr> <td colspan="2"><u>ASIEQ Account:</u></td> </tr> <tr> <td>Account balance as at 30/092015</td> <td style="text-align: right;">\$91,570</td> </tr> <tr> <td>Total deposits</td> <td style="text-align: right;">\$46,117</td> </tr> <tr> <td>Total outgoings</td> <td style="text-align: right;">\$17,038</td> </tr> </table> <p>Few expenses over the Christmas period with further deposits expected in the next quarter as the balance of membership fees are received.</p>	<u>ASIEQ Account:</u>		Account balance as at 30/092015	\$91,570	Total deposits	\$46,117	Total outgoings	\$17,038	
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5.	<p>CHAIR'S REPORT PRESENTED BY THANH TRAN</p> <p><u>MEETINGS</u></p> <p><i>Amended Start And Finish Times</i></p> <ul style="list-style-type: none"> • Later start times and earlier finishes • Fewer speakers and opportunities for more focused discussions <p>TT said he was trying to condense the meeting to fewer speakers with the aim of focusing on a few key topics.</p> <p><i>Interactive And Collaborative</i></p> <ul style="list-style-type: none"> • Discussion and dialogue based • Not focused exclusively on presentations only <p>He was keen to encourage more of an interactive than presentation style where members just sat and listened.</p> <p><i>Themes</i></p> <ul style="list-style-type: none"> • TT keen to have key themes and focus areas for each forum • Need feedback from members regarding topics and issues 									



TT suggested the upcoming focus for the May forum could be on mental health with a series of presenters who would stay a little longer to have member questions answered. He felt the pressure towards liability reduction was pertinent to all members and asked if those present were happy to focus on mental health.

General agreement from members present to have a key topic for each future forum.

CORPORATE SPONSORSHIP

Explore implementation of Corporate Sponsorships

- To also align with website updates
- Member feedback regarding introduction

TT wanted input on creating a separate category 'Corporate Sponsor' with a number of levels. He thought it timely to be introduced now to tie in with new website with corporate sponsors' logo and details on our website.

Categories

- 2 Platinum, 4 Gold and 6 Silver
- Minter Ellison to have one of the available platinum sponsorships free of charge in recognition of their ongoing support of our forums
- Looking to cap number of provider types in each category (eg only one legal platinum sponsor)

See attached Table 1 for further details.

Attachment

TT suggested cost to be between that of an Associate and an Ordinary Member level and requested feedback from members.

Key considerations:

- Mix of existing versus potential providers
- Capping of provider types (eg. Legal, Investigators etc)
- Endorsement of at least 2 members for approval
- Proposed pricing
- Close off date to enable uploading of details onto website
- Addition of corporate sponsorship categories clause in constitution
- Votes from members to confirm introduction

TT asked if members present were open to this opportunity and as the response was positive, information will be sent out to all members. Time frame is tight to enable this to tie in with the website update. Applications need to be made as soon as possible so that members can raise any issues they may have had with the proposed corporate sponsor, confirm they have been used by members etc. The Executive would then make the final decision on which corporate sponsors would be chosen. TT would check if a clause needs to drawn up to be included in the Constitution.



ASIEQ Sponsored Events

1. ARPA Awards for Excellence in Rehabilitation and RTW

- Silver Sponsor \$500
- Friday 26 February 2016
- GOMA Rooftop 7pm to 10 pm
- Ticket available for one member to attend with Chair

Bill McDonald will be MC and a flyer will be available during the break.

2. North Queensland RTW Conference

- Supporter Sponsor cost of \$825
- In Townsville at the Ville Resort Casino on 29 April 2016
- Rod Knight will be attending on behalf of the Executive
- Assistance from members with local staff required to man ASIEQ booth
- Flyer will be sent out with the minutes

WC REGULATOR 08.02.16

Next North Queensland Conference

- The Program is now available on the website
- Feedback is sought regarding “Managing Psychological Injury”

If members have any ideas they would like covered in the case study – please get to TT this week and he will collate and send to the Regulator. It was good to be asked by the Regulator for input so please send in ideas.

- Sixteen of the eighteen sponsor positions have sold leaving only two exhibitor spots left.

Early bird rate of \$198 ends on 29 February 2016 and then price rises to \$242.

The Regulator has also agreed to have ASIEQ materials for the Conference couriered by them at no cost to us. Any members with posters and material for display at our booth please give to TT to go in the box to Townsville.

Statutory Adjustment Scheme

The Regulator has not issued many 0% lump sums and believes with the threshold removed this is not going to increase. TT believes it is too soon to say as a lot of people are unsure and have deferred making a decision. There are many cases where PI has not been assessed as not considered stable as yet.



Community Business Australia

NIIS Update

- Currently undergoing parliamentary review
- Representatives from New South Wales, Victoria and South Australia have already presented
- View has not changed - claims to be managed by MAIC
- Key issue is the treatment of common law claims
- SRG to begin in March
- Invitations to be sent to SI's, WCQ, Insurers, Employers, Unions and Lawyers
- Other key issues are around care and support
- Recommending appeal processes with involvement of MAT's

Time is not on our side with this matter as it is due to come into effect on 1st July 2016. The key issue is treatment of common law not yet completed. With regards to care and support, Neil Singleton from MAIC has provided some advice on how to deal with these issues. TT is keen to get feedback from members with the specific issues they want raised.

Meeting with Self-Insurers

Two more meetings remain with Self Insurers (the last to be this month on 22 February). Feedback to date is that SI's like the contact and would like more meetings – though these meetings would not replace the regular relationship meeting.

The Regulator will be issuing an Information Note to answer any queries. ASIEQ will be collating issues and queries from members to be provided to the Regulator to assist with the drafting of the Information Note. A meeting will then be organised with all SI's to discuss the Information Note and answer any queries. Will also meet and provide individual feedback to SI's as not one solution for all – need to recognize the differences and variations across the SI's.

TT not sure of what issue they are attempting to solve as they have already proposed the solution without knowing the issues. We need to get them to clarify the issues as they see them and tell us how they think we can meet their objectives.

If any changes are made to the legislation it will be too late – we need to address the issue now. The government is not in favour of self-insurance and would prefer we all go back to WorkCover. Self Insurers should have the ability to implement different practices that suit our individual business rather than a single practice imposed on all SI's. We have SI because we want a choice and this issue affects ALL SI's.

Discussion from the floor:

Delineation in roles

Claims officer versus Rehab officer both with separate files, separate physical storage of those files and separate reporting teams. Comment on more paperwork



Community Business Australia

to justify your position and why create more layers with different people doing separate roles. Question was asked what is the actual objective? The goal is to return to work and claims consultation with rehabilitation and all other parties makes sense. It is impossible if not very difficult to truly achieve separation. The whole issue makes no sense given previous audits and accreditation and renewed licences.

Performance Management Program Update

- Finalising details this week
- Expected to be released next week
- There are no significant changes
- Will work through any queries with SI's

Levy Update

TT has now been informed that the Regulator is running operations on reserves and the new Treasury does not think that this is sound business practice. Therefore they are looking to return a portion of reserves to SI's with plans to subsequently **increase** the levy rate.

The Regulator has been merged so their efficiencies should have improved. RK thought if things are bad for the Regulator now, likely they will only get worse as damages claims are significantly reduced so expects the levy to continue to rise in the future. It seems unfair that we have reduced our costs and therefore the levy should be reduced or at least stay the same. TT will have more details at the end of the month.

Capacity Certificate Project

A draft certificate has been developed for consultation after a good response and engagement with stakeholders.

However WorkCover don't think the new Certificate does enough and it is still easier to put someone as totally incapacitated than it is to certify them fit for suitable duties.

Focus groups with doctors will be held this week with plans to launch a doctor's website. The Regulator believes knowledge of doctors is one of the key areas.

Stakeholder committees to be completed by the end of February.

Launch date is 1st July 2016 with full transition by 1st July 2017.



Bonds

TT took it as a positive that he didn't receive a 'No'.

- Remain supportive
- Have not yet briefed new Minister but do not anticipate any issues
- Plans are to align timing with NIIS as a mechanical legislative amendment
- Have indicated that ASIEQ do not need to provide a written submission

Section 76(2)(d) of the WCR Regulation

- Not think this would be supported
- Neither would reducing bank guarantee amount of 150% of ECL

TT attempted to have the administrative rate used in the ECL calculation changed last year and while they said they were open to it – have now come back with 'No'.

Also asked about lowering the bank guarantee percentage and other license costs. Noted the increasing SI program costs even though liabilities are reducing.

Australia Post Changes

The changes in delivery timeframes may have an impact on Notice timeframes (Section 1(34)).

The Regulator recommends using additional communication eg email and phone can be used in conjunction with posted mail. TT informed them that not everyone has email access eg remote areas may only have access to fax and/or no telephone coverage. The Regulator has said they will be looking at communication times in future audits but are aware of the challenges certain SI's face and just want to ensure that SI's have not unduly delayed the process.

Reviews and Appeals

- Advised recruitment is being undertaken
- Quality review of work for all new staff for six months to ensure strong outcomes achieved

Presenters at Today's Forum

- * Aleisha Dunn – Various Reports & Data
- * John McDiarmid – Reviews and Appeals



Health Benefits of Work Signatory Steering Group Update

The inaugural Health Benefits of Good Work Forum was held in Sydney on 20 November 2015. #HBGW2015

The Forum provided the opportunity for SSG to showcase the program of work being developed. One initiative showcased was the Business Case which has been developed in part by ASIEQ representative – Sue Richardson. This will be circulated to seek member’s feedback.

The first edition of the 6 monthly eNewsletter specifically dedicated to the Health Benefits of Good Work was made available online at www.racp.edu.au.

Sue Richardson is currently our representative on the SSG and we are required to identify a delegate to ensure continuity. If any member is interested in being our delegate, please provide your Expression of Interest to Sue Richardson by 16th February.

Planning meeting was held last month on 28 January:

- Development of sub-committees established to ensure deliverables in 2016
 - Establishment of a medium to save documentation for accessibility by members
 - Communication plan to be established
 - SCG to meet bi-monthly in 2016
- Next SSG meeting is scheduled for 18 February 2016
- RACP Congress 2016 at Adelaide Convention Centre
- calling for sponsorships
- HBOW Forum planned for May 2016

WorkCover Queensland

Statutory Adjustment Scheme

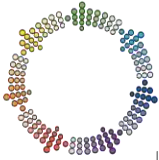
- too early and have not reviewed all the data
- decision fields in claims system – not used to track these additional lump sums

Medical Certificate Review

- concerns the current draft may not achieve improvements in capacity certifications
- still easier to certify unfit than suitable duties

Burner Premiums

- follow up meeting to be organized in April with large national employers with experience with burner program in other states



Burner Premiums cont'd

- would like 20 employers to take part

6.

GENERAL BUSINESS

ASIEQ Executive

Reminder to consider nominations for:

- Deputy Chair
- Treasurer
- Executive Members

Executive meetings can dial in and we do not all go to meetings - we tag team with at least two of us usually attending. It is very worthwhile as you gain a high level of insight, with the ability to influence outcomes and know information about future changes etc. before they happen. TT happy to answer any queries.

Industry Research

Alex Collie CEO of ISSR to possibly attend the May Forum.

Feedback strongly encouraged from members regarding participating in research and ideas about potential research areas. Again very worthwhile to participate as not much research that is employer based and concentrated on Queensland activities.

Ongoing Member Feedback ALWAYS Encouraged & Appreciated

- What would members like to hear about:
 - Forum speakers and topics
 - Information and resources
 - Events and activities
- Key topics for the next 12 months
 - NIIS
 - Statutory Adjustment Scheme
 - Legal fees
 - Meet with new Minister

7.

Next Members Forum Meeting: Wednesday 11 May 2016

Meeting Close: 9.30 am