



Minutes

Meeting Location:

Minter Ellison
Waterfront Place, 1 Eagle St, Brisbane

Attendees:

- Ashlyn Dyer - APM
- Melanie Whitelaw - APM
- Natalie Poulsen - ANZ
- Sharon Smith - Arnotts Biscuits
- Trinity McKenzie - Arnotts Biscuits
- Thanh Tran - Aurizon
- Andrew Murrell - BMA Coal
- Debbie Flesser - Brisbane City Council
- Kelly Tucker - Brisbane City Council
- Peter Irving - Brisbane City Council
- Mairin Longmore - Community Business Australia
- Scott Lewis - CSR Limited
- Tania Perina - CSR Limited
- Cassandra Wild - Employers Mutual
- Sonia Minniecon - eReports
- Bill Nevin - Glencore
- Natasha Jacobsen - Inghams
- Julie Fox - IPAR
- Tamilyn Faulkner - IPAR
- Veronica O'Shea - JBS Australia
- Dean Campbell - JLT
- David Swan - Local Government Association Queensland
- Kathy Stallard - Medconsultants
- Darryn Midson - Medilaw
- Lauren Wright - Medilaw
- Rhianna Muir - MLCOA

Meeting: ASIEQ Forum Meeting

Date: Wed 13 May 2015

Time: 8:00am

Attendees:

- Vanessa Daniel - MLRSA
- Michelle Berris - Myer
- David Norris - OT
- Russell Schott - Primary Healthcare Limited
- Louisa Hackenberg - Queensland Rail
- Michelle Jones - Queensland Rail
- Alistair Brown - Reel Image
- Linda McCullough - Red Health
- Vanessa Herrmann - Red Health
- Mark Hopsick - Rio Tinto
- Len Clapshaw - Teys Australia
- Justin Crowley - Toll Holdings
- Christine Judge - Townsville City Council
- Tricia Testa - Tricare
- Michelle Feldman - UAM
- Kaye Morgan - Volvo
- Kyle Heiner - Volvo
- Karen Wilson - WCD Workers Compensation Solutions
- Clodagh McCowen - Wesfarmers
- Richard McLoughlin - Wesfarmers
- Sue Richardson - Westpac
- Tony Cacciola - Willis
- Patina Pitkin - Wilmar Sugar Pty Ltd
- Susie Pearson - WSP Group
- Fiona Martin - WC Regulator
- Charleen Lovell - WC Regulator
- Elizabeth Seymour-Smith - WC Regulator



Apologies:

Cameron Urquhart - Arrium Limited
 Saija Saunders - Brisbane City Council
 Kelly Tucker - Brisbane City Council
 Mary Finucane - Brisbane City Council
 Victoria Barham - Echo Entertainment
 Gavin Dell - Glencore
 Louise Cook - Gold Coast City Council
 Stephen Woolger - Gold Coast City Council
 Laura Eyles - Injury Treatment
 David Gomulka - JBS Australia

Apologies:

Samantha Norton - MLCOA
 Denise McNamara - Myer
 Christine Litzow - Qantas
 Fin Blyth - Qantas
 Peter Davis - Redland City Council
 Ian Waters - Redland City Council
 Tina O'Reilly - Townsville City Council
 Rod Knights - University of Queensland
 Angela Chapman - WC Regulator
 Tina Heelis - Woolworths

Guests:

Sven Roehrs - Focus Rehabilitation
 Fiona Austin - Workers' Compensation Regulator
 Janine Reid - WorkCover QLD
 Jenny Legge - Jobfit Systems

Minutes Secretary: Mairin Longmore (CBA)

Item No	Agenda Item	Action
1.	Attendance/Apologies Apologies from floor: Saija Saunders Rod Knights	Apologies noted
2.	Previous forum minutes and actions Amendments to previous forum minutes received from Justin Crowley Minutes moved by JC seconded by Mark Hopsick <i>Discussion from floor:</i> BN: - Noted in previous minutes the presentation by Peter Irving on the conference was not included - Previous minutes on website are in disarray e.g. draft versions, tracked changes - Minutes being released six weeks after meeting - Action not completed by Thanh to send out documents	Carried Thank to follow up action from previous minutes
3.	Correspondence Log Correspondence log reviewed and accepted	No action required



4.

Treasurers Report presented by Justin Crowley

ASIEQ Account:

Account balance as at 1 January 2015	\$171 700
Total deposits since then	\$57 399
Total outgoings	\$114 739
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Closing balance as at 28 April 2015	\$114 360

Conference:

Total Income	\$138 310
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Expenses	\$128 308
Outstanding payments (philanthropic/donation)	\$7000

Report accepted by JC seconded by Thanh Tran

Carried

Discussion from floor:

BN: What is the philanthropic act?

Peter Irving: It was a donation of \$6000 to industry that has high proportion of suicide/a significant industry nominated by the Regulator. Conference presenter Paul Bailey in exchange for his presentation was given 4x \$250 vouchers. This donation by ASIEQ enables Paul to go to organisations to deliver his message, while also using the vouchers.

BN: Is it possible for members to get a further breakdown of the financials? Previously have provided a ledger showing incomings/outgoings. Also look to recommend and put forward a motion for the executive to reduce membership fees by 30% for next year with a review in 12 months because the on-going collection of funds for no particular purpose is not what ASIEQ is about

PI: Proposal for update of website to modernise and increase the status of the association is likely to be an expense to consider

BN: The operating costs of the association aren't in excess of \$30,000/\$40,000, and accumulating more funds from members doesn't seem appropriate. Suggestion for a reduction this year, then a review in 12 months.

JC: Or a waiver of the fee. Previously in the non-conference years ASIEQ had revenue from past conferences but expenses (e.g. secretariat) began to exceed incomings. This is something to be wary of. However, ASIEQ would certainly consider reduction. There has been a CPI increase every year

PI: Has been a surge in assoc. memberships, so it is anticipated that there will be revenue coming in

BN: Even with 30% reduction in fees would still provide sufficient funds

JC: Would need to do analysis of the effect of a reduction

Executive to discuss current membership fees

Members to send comments to executive



5.

Chair's Report presented by Justin Crowley

Membership

4 new associate members:

- Jobfit systems International
- WSP Parsons Brinckerhoff
- Medicins Legale
- Independent Medical Opinion (IMO)

Secretariat

- Have released expressions of interest for renewal of secretariat services
- Have had a number of interested parties, responses to close Friday 29 May 2015
- Possibly a 2 year contract to begin 1 July 2015 – 30 June 2017
- Those interested in scope of services to contact JC or SS to obtain a copy

Contact JC/SS for scope of secretariat services

Website

- Looking to upgrade website (approx.\$1000) to develop online bookings, member's forums and conference/events and formalise sponsorship/logo placement
- Possible benefits: reduce admin burden/improve efficiency of information distribution, interactive for members, improved promotion of events/activities, sponsorship recognition/advertising
- Want to send more traffic to the website to reduce email communication
- Want to formalise membership fee renewal process
- Executive currently considering proposal submitted by Reel Image
- Proposal possibly to be uploaded to website
- Any input for development of site or feedback on proposal to be sent to executive

Possibly upload current proposal to website

Feedback to be sent to executive

Discussion from floor:

- PI:** Opportunity to utilise some of the current revenue to update the website. Proposed changes:
- * Want to personalize, modernize and streamline the website
 - * Want to better express the efforts/input of Minter Ellison
 - * \$10, 000 will provide complete overhaul of the current site
 - * The proposed modern look and feel will created a 'high status' for ASIEQ
 - * Would significantly de-burden current secretariat processes

ASIEQ 2015 Conference

- 80% satisfaction rate from survey, will take on board suggestions for improvement for 2017 conference
- Have proposed date for 2017 conference and planning to begin now for the association and executive
- Already received contact from BCEC about securing the space for the 2017 conference
- Anyone interested in helping out for the 2017 conference to contact JC

Submit interest in assisting at 2017 conference to JC



Presentation from Peter Irving regarding 2015 conference feedback and proposal for 2017 conference:

- PI:**
- * Not a member of the ASIEQ executive so efforts at 2015 conference were voluntary
 - * Wanted to differentiate the product for the conference, went bold
 - * Advertised and marketed extensively, my style (informal & irreverent) was known
 - * 2015 conference cost about \$20,000 - \$30,000
 - * Feedback from 2015 conference will be used to make improvements
 - * Have submitted proposal for 1 ½ day conference in 2017 and asked for \$20,000 to run the conference

ASIEQ Workshop Series with BT Lawyers

- Thursday 4 June 2015
- Focusing on 'Putting Rehab in the WCRA'

2nd Self Insurance Masterclass

- ½ day seminar hosted by Dibbs Barker Tuesday 28 July 2015
- Presenters at the seminar include Graeme Crow QC, Barrister; Peter Munro, Barrister; Mark Wiemers, Partner (DibbsBarker) and Dr Brett Halliday, Orthopaedic Surgeon (Medilaw)
- Hope to keep these running in years to come
- Send JC any ideas/suggestions of topics to be presented at the masterclass

Suggestions/ideas of topics to be presented at masterclasses to be sent to JC

Rehabilitation Masterclass

- Proposed to be run by David Norris, Occupational Therapist
- Focusing on 'Ageing in the Workforce'
- Still in planning stages, probably a ½ day seminar
- Will be informed of details at next forum

Details of masterclass to be released prior to next forum

WC Regulator

Fraud Payments

- A number of fraud payments had been paid to WCQ directly or back to QCOMP and hadn't been reconciled by WCQ
- Outstanding payments into SPERS for self insurers should have now been paid, but if anyone hasn't received payment contact Janene Hillhouse or Rhett Moxham from the Regulator

Contact WCR if payments have not yet be received

Discussion from floor

BN: The Regulator should be contacting the members directly about issues, not relying on communication through ASIEQ. We need the regulator to express their concerns and what they are doing directly to us and if we have concerns there after, we can consult ASIEQ

JC: I don't think we were advised as to who those insurers were. Originally stated that when WorkCover received the money they couldn't track it, it wasn't an option to pay the money to the insurers so the money defaulted back to WorkCover. Should be sorted now, future matters the funds should be coming straight back to you



GEPI Training

- Training to still go ahead
- To be held Thursday 21 May 2015
- ASIEQ invited Dr. Gavin Ballenden (Occupational Physicians) to present and WCR Dr John Sowby.

Actuarial Meeting

- To be held Brisbane Tuesday 26 May 2015: Stakeholder update to QLD scheme
- To be held Sydney Wednesday 27 May 2015: Self Insurer Actuary update
- Regulator will present similar data at both meetings
- Feedback from first meeting organised was that they wanted to see accident year data for their actuarial presentation on 27 May 2015.
- Query of regulator is that it's not going to include any modeling on the threshold as at 26 May 2015. Still to come from WorkCover

NIIS

- Decision hasn't been made as to how this is going to roll out in terms of 1 July 2016
- Shift the costs back onto insurers?
- 2 most likely options:
 1. Scheme will make no changes to the legislation and people who fall into the serious injury category for work place accidents then just move over into the NDIS. There is a costing for that.
 2. Have to be changes to legislations in QLD and other states to accommodate for payments for those workplace accidents
- Uncertainty as to how this is going to work both financially and in practice
- Regulator didn't have a view as to which of those two options they were for, seemed likely that the liability will rest with the individual insurers. Wouldn't be a levy type situation
- Unresolved queries on how to deal with common law- for example are we still paying for motor vehicle claims through workers compensation?
- Insurers to conduct consultations with our actuaries in terms of provisioning
- Still likelihood of MAIC taking on the central management to deal with those types of claims. Governments view is that they already have the skill set to deal with motor vehicle claims.
- Any questions or concerns on this matter should be sent to JC

North QLD RTW Conference

- Was held Friday 24 April 2015
- Rod Knights attended on behalf of ASIEQ
- ASIEQ was a sponsor of the event

IP & RTW Conference

- To be held Thursday 22 October 2015
- ASIEQ to organise better promotional material for events such as conferences

Send any questions/
concerns to JC

ASIEQ to improve organisation of promotional materials for events



Return to Work Award Categories

- Only 4 categories
 - Category 1 – Injured worker achievement award
 - Category 2 – Employer achievement award – small/medium employer
 - Category 3 - Employer achievement award – large employer
 - Category 4 – Rehabilitation and return to work coordinator achievement award
- Nomination entries close 29 June 2015
- To nominate, follow links on website

Submit nominations via the RTW Awards website

Dr. Mary Wyatt Review of R&RTW Model Arrangements

- Report delayed due to a personal matter involving Dr Wyatt
- Report may inform the stakeholder reference group
- Will wait to see what comes in the report

'WCR' Annual Report

- Can't find the equivalent of the QCOMP Annual Report in the financial reporting of the department
- In terms of the location were advised that a short reference is given in the departments financial reports
- Issue is the cost for Regulator and how that relates to our levy, whether it will go up or down
- Advised that WCR operating at a loss for 2014/2015 financial year and anticipate that the levy rate will remain the same

Discussion from floor

BN: Can it be clarified that if WCR are at a loss of people operating or a financial loss?

- JC:**
- * We make up 10% of scheme, so our levy should probably reflect that percentage
 - * Only explanation that we have had in terms of last year was that there was an expectation of increase through the MAT's because of the threshold. With the abolition of threshold there won't be as many MATs
 - * Regarding the grant for WH&S, the issue with the levy is causing difficulty in terms of transparency. What do we get from WH&S in terms of the money that we spend?
 - * Levy rate is at 2.29 and has been for the last two years
 - * Now with the threshold reduced, the outstanding liabilities will be going up over time
 - * There is an option for an insurer to apply for a review of the levy rates. Can apply for review up to 20 business days after they are released.

Stakeholder Reference Group

- First meeting was held Friday 1 May 2015
- Bill Nevin attended on behalf of ASIEQ
- Meeting was held to advise the government on the terms of reference
- In WorkCover's meeting with the law society, the bar association and the Australian lawyers alliance, they all wanted it in retrospective, so that all of the claims that they still have on their system that fell under the threshold can still be lodged
- See attached presentation by Bill Nevin



Discussion from presentation

Slide – What Might Follow?

- BN:** From a point of ensuring rehab and return to work are a priority for workers and employers, do members have a position? Anything in particular that we should be thinking about? Anything we should be striving for/fighting for?
- DC:** Funding of the extension of IPAM? Whether it comes from the WorkCover contribution and levy? Needs clarification
- JC:** The grant to WH&S is a total number that is not divided between WorkCover and us
- BN:** Do they look to increase the grant across everybody or do they look to increase the direct payment from WorkCover? Who is the only one who benefits from that? Will argue this point

Slide – Actions for Consideration

- Minter Ellison are prepared to host/run a board room lunch
- Approximately \$70 - \$80 per head
- Emails sent to Minister to check availability – process started

BN: Any other actions for consideration?
Throwing it back to the executive. Will attend the meeting, will keep everyone informed. The reality is the argument will be fought outside this forum and it will be where you want to go through that parliamentary process.

Health Benefits of Work Signatory Steering Group

- ASIEQ was invited to participate
- Thanh Tran attended on behalf of the association
- SSG members hosted an event with Dame Carol Black. They sent a copy of the presentation. *Please see attached copy of presentation*
- The initial 12 initiatives that the steering group agreed upon have been consolidated to 7 – priorities looking to implement
- Contacted by the College of General Practitioners. Their education curriculum is being reviewed. We have been given the opportunity to make a submission to talk about the health benefits of work and the issues we see in the compensation scheme. Comcare will draft the submission on behalf of the SSG, it will be circulated to the SSG members.

Looking to gauge interest levels of whether we want to contribute to the submission. If so please send through some feedback of some issues you would like to be incorporated into the submission. Need to be done in the next couple of weeks

Send list to CBA

Send key elements to TT for inclusion in submission

TT to forward draft to members



Lump Sum Payments

- Request to be paid in to Lawyers Trust Account
- A view on the issue that they can't offset statutory benefits against legal costs in terms of paying the lawyer instead of the worker
- May get an authority from employee to approve payment to lawyers trust account
- WorkCover are paying on those authorities
- Response sent to lawyers – accept that the employer has an authority but we propose not to pay trust account because legally the compensation cannot be passed to another person
- No response was received from the initial response sent
- Yet to see court application that states section.110 does not prevail over the authority
- WC are paying on those authorities, that may well agitate the lawyers that are not paying on those authorities
- With the thresholds abolished, there may not be a problem in the future

National Audit Tool Version 3.0

- Commences 1 July 2015
- Definition of conformance in version 2.0 has been repeated in version 3.0
- Definition of non conformance not in version 2.0 but has been included in version 3.0
- Concern raised in southern states regarding this definition that if a procedure is not being followed or a minor/isolated lapse in the procedure or system was found, then you're stuck with a nonconformance
- No self insurance audit in Queensland recently, but have had examples where misspelling or things weren't done in documentation that was defined as a 'minor' or 'isolated' lapse
- Something to be wary of

Discussion from floor:

Member: Seems a bit unreasonable. Is the Regulator going to provide any guidance about what is deemed a minor or isolated incident? Something like a spelling mistake wouldn't constitute as a lapse, but if there are inconsistencies they need to release some form of guidance.

JC: Has not been raised with the Regulator yet. But there is a concern that with a definition such as this, it does leave it open for interpretation

WH&S

- WH&S/ Other legislation Amendment Bill introduced to QLD Parliament 7 May 2015
- Can view Bill in the draft legislation
- Particularly in section 6, the requirement to 'notify the regulator when a worker is absent of more than 4 days due to a workplace injury', is an addition to the requirement to report on work place injuries/illnesses that result in an absence if more than 4 days from work
- Requirement raises query in terms of advising your employers, on the requirements to notify and how notification can be given.



	<p><i>Discussion from floor:</i></p> <p>Member So does that mean immediately following the incident or just means somewhere from that incident?</p> <p>JC: Don't believe there was a timeframe specified on that particular section. The 4 days have to have elapsed.</p>	
<p>6.</p>	<p>General Business</p> <p><i>Discussion from floor</i></p> <p>BN:</p> <ul style="list-style-type: none"> * Anyone who has industrial deafness GEPI assessments, the audiologists are assessing the hearing loss at every level of described, and adding the value up to get the percentage * ENT specialist say that anything below 2000 is not noise induced hearing loss. 'Not noise induced hearing loss' is going into the assessments that the audiologists across QLD are currently doing * We put a case to the medical assessment tribunal because 4% (\$12 000) was not sufficient for the worker, so MAT took all of the scores out and came back with 1%. Lost \$9000. Can easily score \$3000 for company using those levels * Have written to Regulator and submitted official letter to explain that MAT are doing things differently to the GEPI rules and the audiology table * Have asked them for an explanation, said we are holding off providing any more PI assessments for industrial deafness until we receive response * Can't under sell the worker by \$9000 because the ENT has given the tribunal the wrong information * Will notify when response is received from the Regulator <p>Executive Positions</p> <ul style="list-style-type: none"> - Last forum before AGM - Members to consider nominating for executive position 	<p>BN to notify members when response is received from Regulator</p> <p>Members to consider nominating for executive positions</p>
	<p>Next Members Forum Meeting: Wednesday 19 August 2015</p> <p>Meeting Close: 10:10am</p>	