

**Association of Self Insured Employers of Queensland Inc.
Minutes of the General Meeting**

Meeting Location:
MinterEllison
Level 22, Waterfront Place

Date: Wednesday 8th August 2018

Time: 8:30am – 9:45am

Attendees -

Name	Organization	Name	Organization
Tricia Testa	ACES - Tricare	Sharyn Bartlem	Westpac
		Clodagh McCowen	Wesfarmers
Cara Williams	ACES - Bolton Clarke	Susan Atme	Woolworths
Paul Baker	ANZ	Patina Pitkin	Wilmar
Stephanie Naidoo	Aurizon	Matt Waide	IPAR
Trinity McKenzie	Arnott's Biscuits	Natasha Chapman	RedHealth
Janette Brien	Brisbane City Council	Darren Mickan	Back on Track
Kylie Howard	Brisbane City Council	Cassandra Wild	EML
Tania Perina	CSR Limited	Belinda Haden	EML
Joey Carmichael	City Cover - City of Gold Coast	Vanessa Daniel	mlcoa
Natasha Iselin	Glencore		
Bill Nevin	Glencore		
Rosemary Neal	GFG Alliance		
David Gomulka	JBS Australia		
Rachael Lindsay	LGAQ		
Russell Schott	Primary Health Care		
Amanda Raines	Redland City Council		
Justin Crowley	Toll Group		
Deborah Allen	Toll Group		
Tent Rickard	Teys Australia		

Apologies:

Victoria Edwards	Qantas
Christina Judge	Townsville City Council
Tina O'Reilly	Townsville City Council
Victoria Barham	The Star Entertainment Group
Denise McNamara	Myer
Ann-Marie Saini	Westpac
Richard McLoughlin	Wesfarmers
Sherree Mackaway	ANZ
Rod Knights	University of Qld
Mark Hopsick	Rio Tinto

President (David Gomulka) declared the August General Meeting open and invited the Secretary to the podium. Secretary (Tricia Testa) announced the formal apologies. Full apologies list above.

Minutes

Secretary: Tricia Testa

No minutes were recorded for the May General Meeting as there was no quorum.

No issues were raised with the minutes for the February General Meeting.

Tricia Testa moved a motion to accept the February General Meeting minutes as a true and correct record of the meeting, seconded by David Gomulka. None Opposed – Motion Passed

Correspondence Report

Secretary: Tricia Testa

The secretary referred to correspondence log and provided copies to members present.

Correspondence of note:

- NQ IP&RTW Conference
- 20 year anniversary event
- 5 year review
- Levy increase
- 2019 ASIEQ conference
- Prof. Peetz report
- Response from Minister Grace Grace in relation to levy increase

Secretary called for any questions, none raised. Secretary handed over to the Treasurer for the Treasurer's Report.

Treasurer's Report

Treasurer: Deborah Allan

As there was no quorum at the May General meeting the May treasurers Report was raised as well as this quarters Treasurer Report.

- Account Balance as at 01/02/2018: \$145,227.21
- Total Deposits: \$132.08
- Total Outgoings: \$8,632.76
- Account Balance as at 30/04/2018: \$136,762.53

Deborah moved a motion to pass these as a true and correct record of ASIEQ's Finances, seconded by Trent Rickard – Motion Passed

- Account Balance as at 01/05/2018: \$136,762.53
- Total Deposits: \$20,975.09
- Total Outgoings: \$28,319.64
- Account Balance as at 31/07/2018: \$129,314.59

Deborah moved a motion to pass these as a true and correct record of ASIEQ's Finances, seconded by Tricia Testa – Motion Passed

President's Report

President: David Gomulka

David Gomulka gave an overview of the below topics:

Education Activities

- ▶ Barry Nilsson Lawyers - Lunchtime Seminars
 - ▶ 26/6/18: Dr Angus Nicoll and Dr Cameron Cooke 'Getting the Most Out of Your Medico-Legal Assessment'
 - ▶ 24/7/18: Kevin Holyoak 'Evidence in Personal Injury Claims'
 - ▶ Next one: 28/8/18 - 'To Disclose or Not to Disclose' – Barry Nilsson Lawyers
- ▶ BT Lawyers - Breakfast Workshops
 - ▶ 7/6/18: Clint Kanther: "Stolen pizza, drunk security guards and a 4kg bag of dog food"
 - ▶ 2/8/18: Dr Robert Labrom: "Is it a Back Injury or a Pre-existing Condition? Navigating the tricky waters of Back Injuries"
 - ▶ Next one: 11/10/18 - "Ankle injuries - is it a strain or something more serious?" by Dr Danielle Wadley, Orthopaedic Surgeon
 - ▶ Barry Nilsson Lawyers - Workers' Compensation Masterclass
 - ▶ 24/7/18: The Cutting Edge – the latest workers' compensation developments in legislation, case law and health care, by Richard Douglas QC, Dr Leigh Atkinson, Dr David Shooter, Dr Jim Rodney and Mark Wiemers

5-Year Scheme Review Professor Peetz

- ▶ Report submitted to Minister 27 May 2018
- ▶ Report tabled in parliament 29 June 2018
- ▶ Minister Media Release: "scheme is performing well and does not require major reform"
- ▶ However, 57 Recommendations made! To be considered by Minister.
- ▶ Most submissions of ASIEQ not accepted

- ▶ A Stakeholders Reference Group (SRG) will be set up and will include representatives from Government, Employers, Unions, Insurers and Legal. Self-Insurers will be included
- ▶ The first group will look at the 17 legislative recommendations (16?)
- ▶ What will ASIEQ's position be?
- ▶ Survey sent to all members. Please participate.
- ▶ Minister will decide what legislative amendments to make

Levy Increase

- ▶ 15 May 2018, S/I's received document "Explaining the annual self-insurer levy".
- ▶ 8 June 2018, ASIEQ wrote to the Minister expressing concern about the upcoming increase in the levy
- ▶ OIR sent letter to self-insurers 29/6/18
- ▶ 2018/2019 – 3.245%
- ▶ This represents a 29.6 % increase on last year and 41.5% over two years
- ▶ OIR meeting 24/7/18:
 - ▶ ASIEQ asked about financial transparency
 - ▶ Regulator's costs are allocated to Cost Centres (e.g. staff work for multiples divisions)
 - ▶ WH&S grant amount was set years ago and increases by a growth factor each year
 - ▶ QAS grant: QAS provide them with a list each year of work cases and costs. OIR then compare to the data and only accept those that have a claim. Then proportion between accordingly between S/I's and WCQ. Last year saw a 16.3% increase from the previous year.
- ▶ Minister's reply received by ASIEQ on 24 July 2018
- ▶ ASIEQ met (DG & JC) met Opposition Shadow Minister on 25/7/18
 - ▶ Lack of proper explanation of how the grants and levies are derived
 - ▶ Employers need greater certainty around regulatory costs
 - ▶ Management of the Regulator's finances is not transparent

PwC Review Implementation

- ▶ Interim draft framework will be the overarching guiding principle for the self-insurer function
- ▶ ASIEQ will be consulted about the draft
- ▶ Discussions have already been had with unions about how this will operate with self-insurers
- ▶ Financial Reporting Scorecard implemented

NIIS QLD

- ▶ At meeting with OIR 28/5/18, Reps from NIISQ attended.
- ▶ All self-Insurers bar one have now signed an agreement with NIISQ.
- ▶ NIISQ and Insurers have 9 months in which to develop/agree on a mechanism for determining the amount of the administrative fee to be charged to the insurer after the first year.
- ▶ Recently met with WorkCover Qld and they have agreed on a methodology. NIISQ propose the same methodology to self-insurers
- ▶ ASIEQ has not disagreed with the proposal.

20th Anniversary Event

- ▶ Thanks to Organising committee
- ▶ Good event
- ▶ Good Feedback
- ▶ Good Feedback from OIR and WorkCover

Accredited Rehabilitation Programs

- ▶ Some insurers still awaiting approval from OIR;
- ▶ RH asked that they email her directly.
- ▶ RH asked the last email communication and she undertook to follow it through.

OIR 24/7/18

- ▶ Relationship Management Meetings
 - ▶ JH advised they will be inviting all SI licence managers to attend a relationship meeting, she said RH and SC have been attending all relationship meetings in recent months and they will now be inviting SI's to meet with both JH and RH to provide/seek feedback in general. She said they have no particular topic they in mind.
- ▶ Next Stakeholder Presentation
 - ▶ will be held 2nd week in November, she asked us to let RH know if this time frame conflicts with anything
- ▶ BB advised they are bringing together a stakeholder working group consisting of OIR, CFMEU, QRC, WCQ, Dept NRM&E and they have invited 3 mining groups, Glencore, BHP & South32. He said the first meeting is being held on 3 August.
- ▶ BB said a main focus will be the provision of ongoing vocational rehab & RTW after the closure/cessation of a claim.

WorkCover 25/7/18

- ▶ Christina Carras and Laurent Cazier
- ▶ Bruce Watson (CEO) gave us a presentation
 - ▶ Financial outlook 2017/2018 – Looks good
 - ▶ Budgeted for more common law claims
 - ▶ Average damages down
- ▶ Scheme Review
 - ▶ Pilot: WCQ to pay for treatment pre-determination in psych claims
 - ▶ Recommendation: look at what the problem before focusing on the solutions

Sponsorships – Safe Work Month

- ▶ **Safe Work and Return to Work Awards ceremony**
 - ▶ Injured worker achievement award (serious injury and return to work)
 - ▶ \$1650
- ▶ **Injury Prevention and Return to Work Conference**
 - ▶ Gold Sponsor - \$6600
 - ▶ Half to be contributed by proceeds from 2019 Conference
 - ▶ Benefits include:
 - ▶ 3 Ticket(s) to a regional breakfast forum (valued at \$88pp)

Member's Forum – 20/9/18

- ▶ Strategic Review:
 - ▶ Review our brand, messages, image, direction, vision, and values
 - ▶ Facilitator at a venue such as QUT
 - ▶ ½ Day (Afternoon)
 - ▶ Aim: One representative from each full member
 - ▶ Conclude with drinks
 - ▶ Planning still under way

AGM – Next Executive

- ▶ AGM: 19/10/18
- ▶ ASIEQ is a key stakeholder in the scheme
 - ▶ Use your knowledge
 - ▶ Gain knowledge
 - ▶ Self-insurers should not operate in silos!
- ▶ Many of the Executive members have been recycled!
- ▶ The next generation of Executive Members and Office Bearers need to keep emerging
- ▶ Remember Andrea Kenafake!
- ▶ NOW: The experienced ones are there – a fountain of knowledge!
- ▶ Can only be in one position for 3 years and on Exec for 5 years.
- ▶ Currently 12 Execs – 7 for a Quorum
- ▶ Draft Protocol
- ▶ AGM: 19/10/18
- ▶ Draft Protocol to be approved by Executive
- ▶ Draft: In addition to the four office bearers, there will be FIVE other executive members. These five executives will have designated roles:
 - ▶ Executive member assisting the Secretary
 - ▶ Executive member assisting the Treasurer
 - ▶ Executive member representing the Licensing and Legislation subcommittee
 - ▶ Executive member representing the Marketing and Education subcommittee
 - ▶ Executive member – Website and Event Coordinator
- ▶ Immediate Past President to be able to pick one of these without election
- ▶ Total: 9 positions

Annual General Meeting 19th October 2018

- ▶ 30th September 2018- Confirmation of attendance at AGM
- ▶ 12th October 2018 – Cut off for attendance at AGM

Nominations for Executive

- ▶ 3rd September 2018 –Nominations Requested for Executive Positions
- ▶ 24th September 2018 – Reminder, need for nominations by 4th October 2018.
- ▶ 2nd October 2018 - Update of current Nominations and request for any further Nominations.
- ▶ 4th October 2018 – Cut off for Nominations
- ▶ 5th October – If sufficient nominations have been provided email to Members to provide detail of nominees for voting consideration. With Proxy vote forms provided.

Membership Invoices

- ▶ 3rd September 2018 – Membership Invoices Issued
- ▶ Membership Fee ratified by the Executive
 - ▶ Members \$1600.00 (+ GST)
 - ▶ Associate Members \$800.00 (+ GST)
- ▶ No Discount for early payment
- ▶ 31st October 2018 – Membership payment due

No motions or actions were raised.

Bill Nevin provided a Presentation Update see Attachment 1

General Business

General meeting closed.

Next Meeting

19th October 2018 **AGM**

DRAFT

Initial Document put forward at the May Forum

Proposed - 2019 Conference 19th & 20th March

Working Title



- ▶ Conference Committee - Four Executive Members Nominated
- ▶ Venue - Brisbane Convention and Entertainment Centre
- ▶ Working with WorkCover & OIR similar to 2011 and 2013
- ▶ Need establishment fund \$25,000 to be repaid from Conference Funds.
- ▶ Anticipate WorkCover & Regulator/OIR commitment
- ▶ To reduce costs - Current Secretariat to be engaged to provide same services as McCalls in previous conferences.
- ▶ Conference to be run with a target of a small surplus



2019 Conference Committee

- ▶ Victoria Edwards - Qantas
- ▶ Victoria Barham - Star Entertainment Group
- ▶ Trinity McKenzie - Arnott's
- ▶ Bill Nevin - Glencore



BACK TO
THE FUTURE
OF INJURY
MANAGEMENT

Two-Day Conference
 19th - 20th March 2019
 Brisbane Convention & Exhibition Centre

Improving injury management outcomes following workplace injuries and injury prevention is important to all workers and employers so lock in the 19th and 20th March in your 2019 calendar.

ASIEQ
 SUPPORTING SAFE WORK INITIATIVES



Also Add - IPAR, Gallagher Bassett, NWIA

Still require Supporters, Sponsors
 and Presenters



Key Information to Date

- ▶ Commitment received for 168 Seats or 21 Tables
 - ▶ Includes two tables at discounted rates for ASIEQ Members
- ▶ 16 Seats available at \$625 on first come basis
- ▶ Invoices totaling \$105,700 + GST sent for payment
- ▶ Payments Received \$17,000 + GST
- ▶ Costs Incurred \$11,683 + GST
- ▶ Available Funds \$5300 + GST
 - ▶ Note \$25,000 establishment fund not included in these figures.
- ▶ Individual Seats on Sale from 1st October 2018
- ▶ Early Bird Rate \$970.00 per Seat
- ▶ \$200 Discount for members of Supporters

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SUPPORTING SAFEWORK INITIATIVES

Conference Website - Under Development



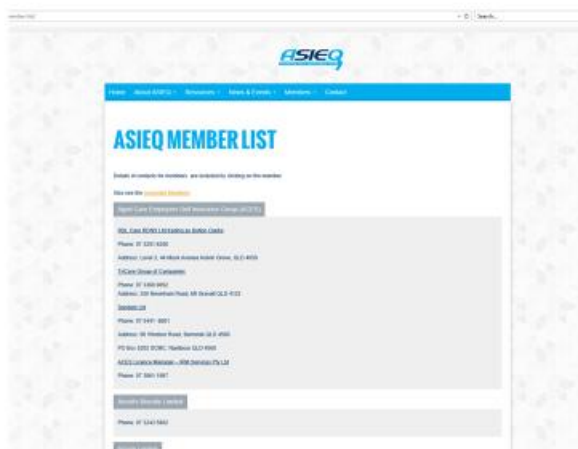
ASIEQ
SUPPORTING SAFEWORK INITIATIVES

ASIEQ Website Updates



New Updates will occur Regularly

Members List Completed



Check your Listing report any Errors

Changes to be implemented

- ▶ New Password - to be sent after representative details updated.
- ▶ Additional Detail provided in Member Area
- ▶ Old Workers' Comp Reports to be removed
- ▶ OIR - Documents to be added in a tab
- ▶ Articles or Information welcomed



Report - 5 Year Scheme Review

57 Recommendations
16 Requiring Legislative Amendments - Stakeholder Group
Other Recommendations - addressed through Consultation

THE OPERATION OF THE
QUEENSLAND WORKERS'
COMPENSATION SCHEME

PROFESSOR DAVID PEETZ

REPORT OF THE SECOND FIVE-YEARLY REVIEW OF THE
SCHEME

27 MAY 2018



Example 1 - Remove “ Major “

4. The report recommends:-

5.1 *The current definition of injury for psychiatric or psychological disorders in the Act should be revised to remove 'the major' as a qualifier for work's 'significant contribution' to the injury, to bring Queensland into line with other jurisdictions. ASIEQ intends to oppose this recommendation strenuously.*

Do you agree with this position?

Yes

No (if no please provide details of your concerns)

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Example 2 - Worker's Right to ARTW Program

8. The report recommends:-

6.6 *Workers should have a right to request a referral to an accredited return-to-work program. In principle ASIEQ would agree that workers with accepted claims should be able to ask for additional rehab assistance. However the exact terms need to be debated. Do you have any comments you would like to include in this debate?*

No

Yes (if yes please provide details)

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Example 3 - Confusing & Concerning

3. The report recommends:-

The calculation of normal weekly earnings should be changed, by removing references to modes and medians, and instead avoiding the influence of outliers on the statistics by averaging the middle half of pay periods for calculation purposes. ASIEQ needs to consider members feed back as to how this recommendation may impact on individual companies. Is this recommendation a concern to you company?

- No
- Yes (if yes please provide details of your concerns)



20th Anniversary Forum -20th September

3 Suggestions put Forward

1. In 2008 we had a 10 year anniversary forum & engaged a facilitator to walk us through a couple of issues to set the scene for the future. At the time the statement “Employers delivering better outcomes through Injury Management tailored to Strategic Objectives” was formed and this was the message that was delivered to the government.
2. The event could be a one day forum to review legislative and common law changes over the last 20 years with a review of what’s happening now and what can be improved. We could book a neutral venue and cover costs for our members and consider bringing WorkCover in they wanted to attend. There are 5 Legal firms that are sponsoring the 2019 conference or other events that are heavily involved in both Statutory and Common law Claims
3. A smaller half day forum could be run having regards to the upcoming AGM. The event could cover a presentation in regards to Executive protocols that have been developed. A relevant facilitator could provide training on the requirements of executive positions to assist current and potential executives to get an understanding of the role and the requirements of what they will need to follow if elected..



Please Circulate to Providers & Industry Associations to promote Interests



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