

ASIEQ General Members Meeting

Date: Wednesday 21 August 2019

Time: 8.30am – 9.40am

Location: Arbour Room, Brisbane Convention and Exhibition Centre, Cnr Grey and Merivale Streets, South Brisbane

Attendees: Appendix 1

Apologies: Stephanie Naidoo (Aurizon), Tania Perina (CSR Ltd), Cass Wild (EML), Thanh Tran (GFG Alliance), Vanja Jovanovic (Healius), Louise Clayworth (Qld Rail), Karla Craperi (Townsville City Council), Richard McLoughlin (Wesfarmers), Patina Pitkin (Wilmar)

Review of the previous Minutes

The previous minutes were circulated.

Louise Hackenberg (Secretary) moved a motion to accept the minutes of the previous Executive Meeting on the 1 May 2019 as a true and correct record. Seconded Rosemary Neal. None Opposed. Motion Passed.

Treasurers Report

Deborah Allen gave the Treasurer's report. The cashflow position and Profit and Loss statements were tabled.

Opening Balance 01/05/2019	\$160 014.28
Total Deposits	\$6,320.53
Total Outgoings	\$21,724.27
Closing Balance as at 31/07/19	\$144,610.54

Deborah Allen (Treasurer) moved a motion that the finances for period 1 May to 31 July 2019 be accepted as a true and accurate representation. Seconded by Louise Cook. None opposed. Motion passed.

Presidents Update

Change in Secretariat

Bill Nevin advised that Susan Atme (Vice President) lead an tender process to appoint a new Secretariat after Smart Assist decided not to reapply for the role. There were a number of applications that were assessed and the Executive endorsed Association Solutions and Danielle Bolton to be appointed in the role. They come to ASIEQ with extensive Secretariat experience. Bill gave a warm welcome to Danielle for her first general meeting. Instead of the previous standard two year contract, there will be regular one year contracts that align with the calendar year. We have been very lucky to get such an experienced Secretariat.

Changes to ASIEQ Constitution and draft by-laws

Bill advised that Danielle will be doing a review on the Constitution that will be tabled for the Annual General Meeting. The changes will fix a number of formatting issues such as inconsistent numbers. There is no plan to make substantive changes other than bringing it up to date.

As part of this, Danielle will also be reviewing the draft By-Laws. This will give the new executive committee good structure to move forward.

ASIEQ Executive Committee 2019/20

Bill said that ASIEQ are in the process of succession planning for the 2019/20 Executive Committee. The AGM will be on the 25th of October. This will be the last forum with the current Executive. Susan Atme and Sharyn Bartlem have resigned from the current executive within the year. There are a number of positions vacant. Deborah has been Treasurer for 3 years and the Constitution states that she cannot renominate for the position. David Gomulka and Bill will also not be renominating for the next year. Bill encouraged the attendees to consider joining the Executive for the coming year.

Planning

As part of planning for 2020, the Calendar Tagline has been discussed. There were 7 options given to the Executive and after a doodle poll, 3 final options were selected as a tag line. The options are as follows and members are encouraged to vote for their preference on a poll outside the room.

- 2020 Vision – Focused on continual improvement
- Working together to achieve sustainable outcomes
- Achieving sustainable outcomes through collaboration

In the coming year, the new Executive will also be tasked with developing an organisational Mission and Vision statement.

Advocacy

The National Certificate of Capacity has been reviewed by the Executive and ASIEQ have given some suggestions to the working group.

Bill and Louisa will be meeting with OIR later today. They tried to have an earlier meeting to allow time to inform the members today however it wasn't able to be scheduled.

One of the items Bill planned to raise today was that if an employee sues for damages, they may be able to get their NIIS paid to them in a lump sum as part of the settlement. Bill noted that this would make it open to reassessment which means someone could come back 15 years later asking to re-enter the NIIS system. which the employer would be responsible to pay for.

Succession planning

Louisa Hackenberg and Louise Cook spoke to the members about the benefits of joining the ASIEQ Executive Committee. Louisa advised it was her second year as Secretary after having a year as Unstudy to Tricia Testa. Being part of the Executive is a great opportunity for your career, personal and professional growth. Louisa asked people to think about those who may not be here today but are part of your team. There is a lot of diversity within this industry and its important that we have a good range of people representing the Executive so that we have the best representation to the industry. It helps build your contacts which is a benefit to your organisation. There is also exposure to senior people at the OIR.

Louise has had 2 stints on the Executive and has come back the last month as website and events co-ordinator. There is a misconception that there is a lot of work. Louisa works part time and as she has a supportive employer, the time has been manageable. Louise said it's a great opportunity to get inside information and be able to feed it back to your organisation. You don't have to be a manger to be part of the team. Executive meetings are held quarterly and much of the work is done there. Louise won't be standing again as she will be on maternity leave in the coming year.

Website and Events Update

Louisa noted that two forum's ago, there was a discussion around the to communicate better. From this, a working party was created. Letters and templates have now been put up on the website including information around IME specialists work and a resource library. If you have any items to add, please send them through to the Secretariat.

Although we have LinkedIn there was a need to have a secure way for members to communicate in a private environment. The Online discussion forum is only for full members as members need to feel comfortable that this is able to discussing a topic.

Louise gave a demonstration on the online forum. There is a different password to what you need to access the website. The reason is that the website login is a generic one and you need to have an individual login for the forum. This can be obtained from the Secretariat.

There will be instructions circulated later today on how to access and use the forum. There can be as many topics as people like. You need to select if you want notifications. It tells you the profile of who it is and the message. The button down the bottom needs to be ticked if you want notification.

It's a base level template that is simplistic to use so that it will be used. It's functional however does still need a little refining which we are working on. Any suggestions or issues, should be sent through to the Secretariat. Members will only be notified of the threads that they have put a tick on.

Josh from Glencore has done a lot of work on this and was thanked by Louise.

Profile buttons were suggested however this can't be done within the current brief but we may look at this in the future.

We want members to use it. This should be accessible via work without any issues of firewalls or security bans.

Stakeholder Reference Group/Legislative amendments

David gave an update from the legislation and stakeholder group. David said there is a fair bit of information being circulated and asked for questions. He advised that the review began in 2018 when there was a legislative requirement for a 5 year review. Last Easter, the group met with Professor Peetz which was a private meeting unlike last time where there was a parliamentary review which was public. Professor Peetz report was tabled on 30 June . Most of changes relate to improving benefits for workers. David advised they recommended financial transparency on the Regulator which was taken on board but no action has come from this to date. There were 9 topics raised and the process has been accelerated to get the draft Bill out. A Bill is embargoed and cannot be released as yet. The amendments have been listed and can be circulated.

David noted there is a requirement for organisations to report every injury. The details haven't come through yet but this may be reportable to the Regulator. The devil is in the detail and this hasn't been discussed with the Stakeholder group.

Louisa clarified that OIR have advised that the amount of training currently being undertaken for rehabilitation coordinators is enough to have a license renewed. The stakeholders that raised issues around training were not self insurers. The declaration will need to be twelve monthly. More information is needed around the requirements.

The N.O.C stage for rehab was discussed. With the amendments, you can end your entitlements under various claims but your obligation will continue. They have assured David that there will be a number of limits that stop this or if they have reached post injury for 5 years. Damages paid will finalise the rehab requirement.

The question was asked - when are you in an accredited return to work and when aren't you? Is there a signed piece of paper required? Workcover say there is one accredited and one normal. If you go through an audit, you must refer them and tell their solicitor even if they are back to work and this has been included.

Notification of injury was discussed – there will be an excess. It will be something else that goes in the Act that hasn't applied to self insurers. Do we need to do another pay code? Can the employer pay it or workcover pay it – someone needs to pay the first \$1000.

ASIEQ Meeting with OIR – 17 July 2019

The OIR meeting notes were circulated.

The following amendments are proposed:

	Topic	Clauses	Page # (substantive clause)	Commencement	Transitional
1	Clarify WorkCover's ability to fund prevention initiatives (Recommendation 7.2)	39 – 41	28	Assent	Nil
2	Provide protections for employers providing expressions of regret or apologies to workers following a workplace injury (Recommendation 7.12)	38, 49	25	Assent	(to be developed)
3	Require employers to demonstrate that appointed rehabilitation and return to work coordinators are appropriately qualified, and all rehabilitation and return to work coordinators be known to the Workers' Compensation Regulator (Recommendations 6.8 and 6.10)	7, 32	21	Clause 32 on 1 July 2020 Clause 7 on assent	Section 740 Employers must give the prescribed details for all RRTWCs appointed prior to commencement within 12 months of commencement.
4	Allow workers to request a referral to an accredited return to work program at any time during their statutory claim, and require insurers to refer workers to an accredited return to work program at the end of their claim if they have no job to return to and have not completed a program during their claim (Recommendations 6.4 to 6.6)	8, 22, 23, 29 – 31, 33, 44, 66	18	Assent	Section 738 For section 220 - if a worker has ceased receiving compensation before commencement date then pre-amendment provision applies
5	Remove the exemption of self-insured employers from the obligation to notify of injuries which may be compensable (Recommendation 9.3)	10, 12, 18, 19	13	1 July 2020	Sections 734, 736 and 737 All injuries that occur on or after commencement
6	Allow insurers to waive the six-month time limit on lodging a claim if a worker lodges a claim within 20 days of developing an incapacity for work from their injury (Recommendation 4.1)	16, 21	13	Assent	Section 735 All claims made on or after commencement
7	Extend workers' compensation coverage to commercial interns (Recommendation 3.2)	47, 48	34	1 July 2020	Nil
8	Amend the definition of psychological injury to remove 'the major' as a qualifier for employment's 'significant contribution' to the injury (Recommendation 5.1)	4	8	Assent	Section 731 All injuries that occur on or after commencement
9	Allow insurers to provide access to appropriate services during claim determination for claimants with psychological injury (Recommendation 5.4)	17, 22, 29, 34, 43	23	Assent	Section 739 All injuries that occur on or after commencement

	Topic	Clauses	Page # (substantive clause)	Commencement	Transitional
10	Additional amendments for regulatory simplification				
	<ul style="list-style-type: none"> Replace monetary values with a multiple of QOTE 	13, 14, 20, 24 – 28, 35 – 38, 51 – 53, 61 – 65	various	1 July 2020 (clauses 35 – 38 on assent)	Section 733 All previous notifications of the percentage difference in QOTE are valid
	<ul style="list-style-type: none"> Power to require information or documents from particular persons 	42	28	Assent	Nil
	<ul style="list-style-type: none"> Reference to 'x-rays' within the Act 	5, 13, 49	9, 12	Assent	Nil
	<ul style="list-style-type: none"> Life expectancy to qualify for terminal condition lump sum 	6	9	Assent	Section 732 All injuries that occur on or after 31 January 2015
	<ul style="list-style-type: none"> Constitution of medical tribunals 	54 - 60	37	Assent	Section 150 (Regulation)

RIG Update

Louisa noted the Rehabilitation Interest CTP group wish to work closer with Self Insured Employers during the life of the stat claim. They have been happy to pay for items that the Employers won't, such as gardening. Opening up the lines of communication will help to get better outcomes. Louise confirmed she has recently experienced a good working relationship like this which has been open and transparent and has been beneficial to both parties.

General Business

There was no general business raised. The meeting was followed by presentations on accredited return to work program Self Insurer examples and achieving sustainable and meaningful employment after injury.

Next Meeting

Annual General Meeting – 25 October at 3.30pm. Venue to be advised.

Appendix 1 – Meeting Attendees

Firstname	Surname	Company
Michelle	Ware	Allianz
Sherree	Mackaway	ANZ
Danielle	Bolton	ASIEQ
Cara	Williams	Bolton Clarke
Kelly	Tucker	Brisbane City Council
Chris	Litzow	CSR Limited
Sue	Forsyth	EML National Self Insurance
Belinda	Huckin	EML National Self Insurance
Paul	Regazzoli	EML National Self Insurance
Rosemary	Neal	GFG Alliance
Bill	Nevin	Glencore
Louise	Cook	Gold Coast City Council
Lou	Riches	Gold Coast City Council
Julie	Wilson	Gold Coast City Council
Tony	Cacciola	IPAR
Dean	Campbell	Jardine Lloyd Thompson
David	Gomulka	JBS Australia
Dean	Campbell	LGAQ
Rachel	Lindsay	LGAQ
Linda	McCullough	Medconsultants
Karly	Gillett	Myer
Alison	Hicks	Qantas
Louisa	Hackenberg	Queensland Rail
Natasha	Chapman	Red Health
Rehan	Lowmass	Red Health
Amanda	Raines	Redland City Council
Victoria	Barham	Star Entertainment
Trent	Rickard	Teys Australia
Deborah	Allen	Toll Group
Tricia	Testa	Tricare
Carol	Barlow	Wesfarmers
Ann-Marie	Saini	Westpac
Suzi	D'Andrea	Your Future (in attendance)

The minutes are a true and accurate record of the meeting

Bill Nevin, President
19 November 2019