

ASIEQ

Annual General Meeting Minutes

Date: Thursday 27 October 2021

Time: 3pm

Location: Via Zoom

Attendees: Appendix 1

Apologies: Rachael Lindsay (LGAQ), Cara Williams (Bolton Clarke), John Hastie (ACES), Andrew Murrell (BCC), Louise Cook (Citycover), Bill Nevin (Glencore), Lesley Dame (Tricare), Denise Fishlock (Woolworths), Patina Pitkin (Wilmar Sugar)

Acknowledgement to Country

Louisa Hackenberg gave an acknowledgement to Country.

Review of the previous Minutes

The minutes from the 2020 Annual General Meeting had been approved at the General Forum Meeting on 18 November 2020.

Presidents Report

Clodagh McCowen gave the President's report. She thanked members for attending the AGM and apologised for not being able to hold the Meeting face to face. We are all looking forward to more face to face opportunities next year. Clodagh thanked both Members and Associate Members for their continued support of ASIEQ especially during these times of uncertainty and change.

Clodagh has held the role of President now for 12 months which was initially a daunting task taking over from Bill Nevin. She has found the role very rewarding and it has been a pleasure to work alongside our fantastic Secretariat, Danielle Bolton and the wonderful Executive committee and Conference Committee. Clodagh also thanked her employer, Coles, for being supporting and encouraging her to take the role on. It's been a professionally rewarding experience and she encouraged members to consider joining the committee and to talk to existing committee members to find out more.

Clodagh reflected on what she wanted to achieve in the past year with the key priority being a better working relationship with WCRS. It was important to work collaborative with the regulator and for our opinion and voices to be heard and for there to be constructive discussion about issues that impact employers and workers. We needed our questions to be answered as we often did not get a response. Reflecting upon this, we have come a long way. The Executive committee have had some honest and open discussions with WCRS and we have not been afraid to raise issues and pass on feedback and queries from our members. We've also been able to get responses to the questions we've raised. The audit framework for self insurers has been the biggest change to adapt to in the past 12 months. Many people have voiced concerns about the challenges they've experienced including how long it took to roll out, the additional obligations self insurers have and the audit process. We've needed support from one another at this time and although it's been challenging Clodagh was happy to see a number of members reach out to ASIEQ for assistance. This ensured we had a better understanding of the problems at hand and by providing this feedback to WCRS as part of our quarterly discussions, we've been able to seek clarification. Despite some initial concerns about our request, we've also been able to implement formal notetaking. This has improved accountability at both ends and keeps matter on the table for discussion that may have fallen away or been ignored. In our meeting with WCRS earlier this week, we talked about our relationship and it was agreed that it has come a long way and is working at both ends.

It's been a challenging year for many members in an employment space. Things are changing constantly such as vaccination status and what does this mean for injured workers. Some IME providers are saying workers must be double vaccinated or have a negative test within 72 hours before they can have an IME assessment and Clodagh has been able to provide this information to WCRS and ask if this will extend to the MAT and whether it will impact wait times? It gives us the opportunity to prompt the regulator in a proactive way.

Clodagh advised that we have 28 Members and 21 Associate members. During the past 12 months, we had 5 new Associate members join:

- Back2Work Solutions
- Jobfit Systems
- Occupational Health Solutions
- Workplace Rehabilitation Management (WRM)
- Vocational Redirection (Suzi D'Andrea)

Sadly we have lost one member, ANZ bank, as they have gone to Comcare scheme. Clodagh personally thanked Sheree Mackaway for her involvement and support and wished her the best of luck.

The Executive committee met on 5 occasions during the past year to plan forums, co-ordinator submissions and to plan meetings with WCRS and WorkCover Queensland.

We held four Member forums throughout the year. 2 were held virtually via zoom and 2 were held at MinterEllison Lawyers with a virtual option. In February, the forum topic was Self Insurer Experiences with the Draft Audit Tools/Pilot and Clodagh thanked Justin Crowley (Toll), Helen Creagh (EML/Woolworths), Cara Williams (Bolton Clarke/ACES) for presenting. In May, we had presentations by NISQ – Tracey Butler – Manager Participant Care & Brett Jenkins – Special Counsel; Dust-related lung disease, successful Return to work plan by Dr Andrew Lingwood, OccPhyz Consulting; Concussion and whiplash injury, Glenn Bailey, Back2Work Solutions; and a holistic approach to return to work rehabilitation by Carmel McKenna Senior Psychologist and Rehabilitation Consultant.

We also held a number of professional development events being:

25 November 2020 – Extra support service for workers with a psychological claim with Karina Maxwell, Workers Psychological Support Service

4 March 2021 – Queensland Self-Insurer Audit Framework and Performance Standards...getting with the program (from an auditor's perspective) with Mark McTaggart, National Lead Auditor, BRM

25 August 2021 – Pain Team in your pocket with Alice Fung, Recovre National Service Delivery Manager (Life Insurance) and Kathy Hubble, Amelio Health Chief Executive Officer

We also had a presentation in June by Barry Nilsson on Employers' Liability – When is a Common Law Claim Defendable and in April we had an allied health table of costs review hosted by WorkCover Qld.

In March this year, we held the second Licence Manager's Luncheon which saw 39 attendees from 23 of the 28 members. Speakers included:

- Gerard O'Driscoll Barrister-at-law from Clashfern Chambers
- Rachel Hawkins, WCRS
- Sharon Stratford Manager Corporate Relations and Engagement WorkCover Qld
- Janine Reid Legal Counsel manages WorkCover's common law panel
- Laurent Cazier Executive Business Partnerships and Priority Industries, WorkCover Qld

We held four scheduled meetings with WCRS throughout the last 12 months as well as some additional meetings on specific issues such as re-entry to the NISSQ, the KPMG Audit which is underway at the moment, Claims Farming in the Queensland workers compensation space and the MAT guidelines. The consultation has been very good and as issues arise, we have the opportunity to contact them.

We have lodged four submissions this year which include:

- 11 January 2021 – Response to private hospital TOC survey
- 12 February 2021 – Comments on Draft MAT Referral Guidelines
- 7 May 2021 – email to WCRS re first responders bill
- 21 September 2021 – NISS Re-entry comments

Clodagh thanked the members for representing ASIEQ on the following committees and allowing us to be a stakeholder:

| Group | Representative |
|---|---------------------------------|
| Rehabilitation Industry Group | Michelle Ware and Trent Rickard |
| National Council of Self Insurers | Trent Rickard |
| OIR Work Capacity Certificate Group | Michelle Ware |
| ToC Review | Cara Williams |
| Principles on the role of the GP in supporting work participation | Michelle Ware |

Clodagh commented that we are well underway for planning the Conference for 2022, "Pivoting and Progressing" which will be held at the Brisbane Sofitel in March. The sub committee have met on 11 occasions thus far and Danielle Bolton is the Event Manager for the conference. Clodagh thanked the committee for their involvement.

| | | |
|-----------------|---------------|-----------------------|
| Clodagh McCowen | Chair | Coles |
| Cara Williams | Vice Chair | Bolton Clarke |
| Julie Wilson | | CityCover |
| Tania Perina | | CSR |
| Patina Pitkin | | Wilmar |
| Helen Creagh | | EML |
| Danielle Bolton | Event Manager | Association Solutions |

Clodagh thanked the following sponsors who have signed up to support the Conference:

- Silver – WCRS
- Silver – WorkCover Queensland
- Bronze – Jobfit Systems and Occphys
- Table – Teys, JBS, Glencore and BarryNilsson
- Trade booth – Lime Medico Legal

Clodagh noted that a fifth of the tickets have already been sold and she encouraged all members to be involved. She highlighted that it will definitely be held in person and won't be taken online.

Finally, Clodagh thanked the Committee from 2020/21.

- Vice President: Trent Rickard (Tey's Australia)
- Secretary: Louisa Hackenberg (QR)
- Treasurer: Victoria Barham (Star Entertainment)
- Committee: Helen Creagh (EML/Woolworths)
- Committee: Michelle Ware (Allianz/South 32)
- Committee: Cara Williams (Bolton Clarke/ACES)
- Secretariat: Danielle Bolton

Clodagh commented that Louisa has been in the role of Secretary for three years and sadly under the constitution, cannot do the role again this year. Michelle Ware is stepping down after 2 years on the Committee and Helen Creagh is also stepping down after 1 year. We will miss these active members as they have made a great contribution during their time on the Executive Committee.

Julie Wilson moved a motion to accept the President's report. Seconded Helen Creagh. None Opposed. Motion Passed.

Treasurers Report

Victoria Barham gave the Treasurer's report.

| | |
|----------------|-------------|
| Total income | \$64 035.22 |
| Total expenses | \$51 893.78 |
| Profit | \$12 141.44 |

The Audited financials were received from Mike McFillin Auditors.

We had budgeted to make a small loss of \$4 614 for the year, however with the surplus above, we were \$16 755 better than expected.

We were expecting several members to request a reduction of fees for the 2020/21 year due to Covid however in the end, only 2 requests were received and only 1 Associate Member chose not to renew. We also lost 2 members back to the scheme (Myer and ANZ). As Clodagh mentioned, we had an additional 5 Associate members join throughout the year, resulting in our income being higher than expected but less than the previous year.

Major expenditure items this year were the Secretariat and the Licence Manager's luncheon. We keep expenditure to a minimum, again, coming in under the budgeted amounts which also contributed to the excellent outcome.

All financial obligations such as BAS and Income tax have been lodged on time. A budget has been developed for the current financial year and largely reflects this financial year with a break even estimate. The 2022 Conference has its own independent budget and although we are estimating it to break even, we certainly hope to make a small surplus.

Julie Wilson moved a motion to accept the Treasurer's report. Seconded Helen Creagh. None Opposed. Motion Passed.

Auditor for 2022

Victoria Barham (Treasurer) moved a motion to nominate Mike McFillin from McFillin Auditors to be the 2021/22 Auditor. Seconded Louisa Hackenberg. None Opposed. Motion Passed.

Elections

Danielle Bolton acted as the Returning Officer and declared all positions vacant. She noted that one nomination for each of the following positions had been received by the due date.

President – Clodagh McCowen (Coles)
Vice President – Trent Rickard (Teys Australia)
Secretary – Cara Williams (Bolton Clarke – representing ACES)
Treasurer – Victoria Barham (Star)
General Committee members:
Paul Bush (Qantas)
Matthew Cross (Big W, representing Woolworths)

There being no objections, the members above were accepted as the 2021/22 ASIEQ Executive Committee.

Danielle asked if any additional members would like to consider nominating for a general committee position however none were forthcoming.

The new committee were welcomed.

Vote of thanks

Clodagh thanked the outgoing committee and in particular, the three members who will not be returning – Louisa Hackenberg, Helen Creagh and Michelle Ware.

Clodagh warmly welcomed the new committee noting the first meeting will be next week.

General business

Clodagh advised there will be another “drop in” zoom session for members to bring along any topic for discussion coming up before the end of the year and encouraged all members to be involved. We are also planning a Christmas networking function will be advised shortly.

The meeting was declared closed at 3.37pm.



Clodagh McCowen
President
17 November 2021

Appendix 1 – Meeting Attendees

| Firstname | Surname | Company |
|------------------|----------------|---|
| Michelle | Ware | Allianz |
| Matthew | Cross | Big W |
| David | Gomulka | Brisbane City Council |
| Veronica | O'Neill | Brisbane City Council |
| Kylie | Howard | Brisbane City Council |
| Clodagh | McCowen | Coles Group |
| Malou | Tavita | CSR Limited |
| Tania | Perina | CSR Limited |
| Helen | Creagh | Employers Mutual |
| Rosemary | Neal | GFG Alliance (Liberty OneSteel) |
| Julie | Wilson | Gold Coast City Council |
| Karen | Wilson | Inghams Enterprises Pty Ltd |
| Susan | Lloyd | JBS Australia |
| Louisa | Hackenberg | Queensland Rail Limited |
| Suzanne | Forsyth | Queensland Rail Limited |
| Wayne | Cooke | Queensland Rail Limited |
| Trent | Rickard | Teys Australia Meat Group Pty Ltd |
| Sarah | Reynolds | Teys Australia Meat Group Pty Ltd |
| Victoria | Barham | The Star Entertainment Group |
| Margaret | Sapolu | Toll Group |
| Jodie | Longden | Tricare |
| Deb | Allen | University of Queensland |
| Kate | Thurbon | University of Queensland |
| Suzanne | D'Andrea | Vocational Redirection |
| Richard | McLoughlin | Wesfarmers Group WorkCover |
| Kristine | Scott | Woolworths |
| Matthew | Capelo | Workplace Rehabilitation Management (WRM) |

In attendance – Danielle Bolton, Secretariat.