

## ASIEQ General Members Meeting Minutes

<b>Date:</b>	Wednesday 24 May 2023
<b>Time:</b>	9.05am – 9.48am
<b>Location:</b>	Queensland Rail, 295 Ann St, Brisbane (Upper Ground Floor Auditorium) Via Zoom
<b>Attendees:</b>	Appendix 1
<b>Apologies:</b>	Patina Pitkin (Wilmar), Lesley Dame (TriCare), Jodie Longden (TriCare), Louise Cook (Gold Coast CityCover), Helen Creagh (QR), Deb Allen (UQ), Kate Thurbon (UQ)

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### Acknowledgement to Country

Cara Williams began by acknowledging the traditional custodians of the land on which we individually came from today. Cara asked everyone to take a minute to think about the traditional owners of the land on which they stand.

### Welcome

Cara welcomed everyone for attending both online and in person.

### Review of the previous Minutes

The minutes from the previous General Meeting on 22 February 2023 were circulated after that meeting.

*Clodagh McCowen moved a motion to accept the minutes of the meeting as a true and correct record. Seconded by Vicki McCarthy. None Opposed. Motion Passed.*

## Correspondence

Date	Incoming	Outgoing	Method	Sender	Subject
10/05/2023	✓		Email	WCRS	Release of RRTW guidelines
4/05/2023	✓		Delivered	SISA	Copy of SISA's upcoming conference information
3/05/2023		✓	Email	WHS Board	Supporting letter for Cara Williams
11/04/2023		✓	Email	WCRS	Additional comments on WCRS Review 2023

If members wished to read any of this correspondence in full, they can contact the Secretariat for a copy. The correspondence was noted.

## Presidents Update

Clodagh thanked everyone for attending today. Clodagh thanked Louisa and Helen for organising the venue for the February forum as the room with MinterEllison was not available.

Clodagh noted that it has been 6 months now since the new Executive were sworn in and it's been a busy time.

Since the last forum, we have lodged our submission for the WCRS 5 year review of the Workers' Compensation Scheme to OIR and a copy was circulated to all members. Following our initial discussion with the Reviewers, they requested additional suggestions relating to legislative amendments. Clodagh gave an overview of ASIEQ's key objectives in the submissions and she noted that we also met with WorkCover Queensland to confirm we are aligned on a number of these issues.

- Recess breaks and journey claims, incorporating the rise in use of motorised scooters during breaks and for transport to/from work. These injuries are not covered by CTP in Queensland.
- Employment being connected to the State. Some Queensland employers have employees that are working in other States, often from home, however their work is solely Queensland based. The question has been raised if that person could be covered under a Queensland Workers' Compensation Policy rather than having to raise a policy in another state.
- Section 572A, the release of information to employers. The issue was raised around the difficulty in this area and the potential for prosecutions within this area relating to disclosure to an employer.
- Reinsurance and how this is becoming an issue for some Self Insurer's
- The assessment of permanent impairment for Psychiatric and Psychological injuries and that they must go to the Medical Assessment Tribunal (MAT). This was an issue that WorkCover Queensland were aligned on. The large volume of these claims, particularly as a secondary psychological injury is causing significant delays with MAT timeframes and is adding significant cost to the claim. The question was raised as to whether injuries could only be determined at the MAT. There is support for a second review if the worker chooses to do so.
- The Review Unit delays and how this is leading to claims leakage. It is taking up to 8 months to get a decision back from the Review Unit.
- Authorised persons under the Act and how Self Insurers aren't considered Authorised Persons under the Workers Compensation Act under Section 323. WorkCover and the Regulator have these rights and on occasion we need to access additional information in order to

make decisions on claims however we do not currently have these additional powers. If we are not going to get these powers, it would be advisable that the Regulator have authority to obtain this information on our behalf when appropriate.

- RRTW co-ordinators do not need to be based in Queensland. This was not seen as being progressive as most of the work is done over the phone.

The two Reviewers responsible for this review need to submit a proposal to the Minister. It will be high level and will not contain specific legislative amendments. From there, the Policy team at WCRS will look at implementing change from there. We will be entitled to a copy of the report and we will continue to lobby for adoption of our recommendations.

Clodagh encouraged everyone to keep an eye on the regular ASIEQ updates that come out. Some of the key items listed lately are:

- Safe Work Australia are doing a new awareness campaign in relation to Workers' Compensation Stigma. Clodagh asked if any Members are promoting this within their workplace, we would like to hear from you and you could possibly give an update to members at a future forum about how it has gone.
- This week is the deadline for the amendments to the MAT guidelines. ASIEQ will be sending submission. They were initially published in April 2021. Changes include notifying them if a Worker has a risk of self harm and they will try to fasttrack the referral. They would like to know if there are sensitive or graphic photo's/documents that are being submitted as part of the file so that no one unsuspectedly opens potentially distressing information. They would like to know the date you advised the worker of the referral as it is a compliance of the Self Insurer's Audit tool as the requirement is to refer the worker within 5 days of advising them. SIMS are looking at making some changes which will help with compliance in this space. New guidelines will apply from 1 July 2023.
- Managing the risk of psychosocial hazards, the Workcode of practice commenced on 1 April and was detailed in our last Forum. The Workplace Health and Safety team are holding some free mentally healthy workplace workshop being held and a link to these is in our e-update. June is sold out but there are more for July, August and September.
- Expressions of interest for nominations for the Workplace Health and Safety Board are being sought. Cara Williams, the ASIEQ Secretary has applied with the support of ASIEQ and Clodagh wished her the best of luck her nomination.
- BN ran a professional development session in April titled "Showing 'Em You Mean Business: Making the Most of the Compulsory Conference". Clodagh thanked Mark Wiemers for running this event. Clodagh encouraged members to attend these events.

Clodagh raised the Accredited Return to Work and Rehabilitation Guidelines have now been received on 8 May and the three documents related to this have been circulated. Key points to note are:

- Strong focus on Workers input, communicating and working collaboratively. It's for Claims Managers to use. For more complex claims, it is anticipated that we will use external providers.
- 20 business days is a reasonable timeframe to start a plan. Page 10 and the appendix lists the requirements when you need to do a plan.
- Claims for Psychological Injuries is on a case by case as to how they are managed. They do want Insurer's to contact the worker on notification of the injury to discuss their support needs and provide an opportunity to raise concerns and develop a plan if appropriate.
- Page 12 outlines what a plan should look like. See appendix B for examples.
- Page 14 - Administration Considerations. Plans need to have a version number, claim number and date. Consultation needs to be documented.
- Page 15 - how to handle primary and secondary Psychological claims including sensitivities and how you navigate a plan.

There are some examples of plans at the back of the guidelines.

Busy few months and more coming up with things such as the 5 year review and how we can be involved. There is also a KPMG review which will have been discussed at the WCRS meetings however we will not be getting a copy of the outcome.

## Treasurers Report

Trent Rickard gave the Treasurer's report.

- Bank Balance as of 30 April 2023 - \$229 718
- Outgoings for April were \$7 295
- BAS for Quarter ending Mar 23 was lodged

*Trent Rickard moved a motion to accept the Treasurer's report. Seconded by Clodagh McCowen. None Opposed. Motion Passed.*

## ASIEQ and WCRS Meeting

Clodagh went through the recent minutes of meeting from the WCRS meeting. She recommended Members send through any topics they would like us to raise. Copies of the minutes were circulated via email prior to this meeting and can also be requested from the Secretariat.

David Gomulka raised an issue with the comparative data comparing the employers to the scheme. They have been received in March 2023 for the previous financial year which makes the data almost useless. Clodagh noted this and will raise it at the next WCRS meeting.

Clodagh encouraged everyone to reach out to the data team should they have queries.

## Sub Committee Reports

### RIG

There was no discussion on this topic.

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Clodagh McCowen  
President  
23 August 2023

## General Business

There was no general business discussed.

## Next Meeting

The next meeting will be back at the offices of MinterEllison on Wednesday 23 August 2023.

## Appendix 1 – Meeting Attendees

<b>First name</b>	<b>Surname</b>	<b>Company</b>
Briannca	Grant	Allianz
Rebecca	Sanderson	Allianz
Chani	Barrett	ASIEQ
Danielle	Bolton	ASIEQ
Stephanie	Naidoo	Aurizon
Selena	Malpass	Bolton Clarke
Cara	Williams	Bolton Clarke
Katerina	Glassock	Brisbane City Council
David	Gomulka	Brisbane City Council
Kylie	Howard	Brisbane City Council
Betty	Kenny	Brisbane City Council
Andrew	Murrell	Brisbane City Council
Veronica	O'Neill	Brisbane City Council
John	Bishop	Coles
Vicki	McCarthy	Coles Group
Malou	Tavita	CSR Limited
Christine	Watson	GFG Alliance
Zac	Kharoofa	IPAR
Dean	Campbell	Jardine Lloyd Thompson
Megan	White	JBS Australia
Jake	Dornan	Kinnect
Sid	O'Toole	Lime Medicolegal
Tony	Cacciola	Marsh
Nathan	Cook	Prudence Rehab
Paul	Bush	Qantas Airways Limited
Nikky	Rhodes	Queensland Rail Limited
Shely	Holt	Redland City Council
Denis	Newman	Rehab Management
Helen	Morrison	Sundale
Sarah	Reynolds	Teys Australia Meat Group Pty Ltd
Trent	Rickard	Teys Australia Meat Group Pty Ltd
Victoria	Barham	The Star Entertainment Group
Suzanne	D'Andrea	Vocational Redirection
Clodagh	McCowen	Wesfarmers Limited
Kristine	Scott	Woolworths
Denise	Fishlock	Woolworths
Anissa	Rigby	Work Rehab