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## .....accent on the employer

Vol 1, Issue 4

Welcome again to our employer focused newsletter. The last two months have seen an unusual change of pace from frantic reform to a slow hum. However my gut feeling is that we are experiencing the calm before the storm – specifically in workers compensation!

The changes to insurers/agents are now just around the corner, IR reform continues to be debated and OHS reform is still in review at WorkCover.

Once again we will deliver to you the latest in reform and changes in this issue. However experiencing the calm means enjoying it and that means time catching up on developing services to meet you, our clients needs. So, this issue will also focus on some of the developments within Accent – services that I am confident will pique your interests!

As previously I trust you find this newsletter useful. Your feedback is much appreciated as are your requests for future articles or information of interest. You can send your feedback or suggestions to:

[admin@accentonhealth.com.au](mailto:admin@accentonhealth.com.au)

Furthermore, we are considering including a new regular feature in the newsletter where *you* the employer can have your say. The aim is to provide a cyber networking group where you can share ideas, stories and successes. You can provide as much or as little information as you like and summaries can remain anonymous if requested. Please to send us your 150 – 200 word summary on any of the following:

- Workers compensation success stories
- IR/HR success stories or pathways to avoid
- New initiatives in injury management or OHS
- Contractors, providers or consultants you have used – the good, the bad and the ugly!
- Insurer stories
- WorkCover stories – or gripes
- Or any other issue you feel is worth others in your shoes knowing about

Please feel free to contact me on 4731 5009 for any further information. Otherwise email your summaries to [daniel@accentonhealth.com.au](mailto:daniel@accentonhealth.com.au) by December 16 2005.

Thank you and Enjoy!

Daniel De Paoli  
Managing Director

### WorkCover reforms.....still going.....

WorkCover's scheme design reforms still remains a hot topic of discussion amongst employers, insurers and rehabilitation providers. The following update came from ARPA NSW (Association of Rehabilitation Providers Australia). Some of the information we already presented to you last edition but it is a good refresher anyway:

- Insurers are now "Agents" from 1 July 2005.
- Successful Agents will be announced late September 2005 – *(to date we have still not heard anything, Daniel)*
- Twenty per cent of the premium pool from each of the five existing agents will go into a pool to be distributed to the new agents
- Vero's policies will be transferred to successful Agents from January 06 (as they did not tender and will cease operation in WC in NSW in Dec 05)

- From 1 July 2005 there is a 12 month freeze on changing Agents. From July 06 employers will be free to choose to change to a better performing Agent
- From September to December 05:
  - Long term claimants (injury pre December 2003) will be transferred to new or better performing agents
  - Exiting Agent will need to:
    - Pay all invoices
    - Advise providers of transfer details (2 weeks notice)
  - Receiving Agent will:
    - Check all files and commence management
    - Ensure that you manage the transition

**It is recommended that you as a proactive employer, do the following for Injured workers:**

- Reassure them that the Agent they are being transferred to have been successful in the tender process and therefore if they are an existing Agent are a better performing Agent , if they are a new Agent they have demonstrated an ability to manage claims
- Advise them of the WorkCover Information Line 131050
- Immediately on being advised of an injured worker's transfer, advise them to ensure that they have a current medical certificate and to contact their case manager to ensure that the payment of benefits will be covered for the period of transfer

**Employers**

- From January 06 – July 06 you may transfer your policy to a better performing Agent
- Be reassured that your files are being transferred to a better performing Agent
- Be advised of the WorkCover Information Line 131050

Last issue we discussed some implications resulting from these changes for employers. In our opinion these implications are still prevalent.

***If you require any more information, please contact Daniel on 4731 5009.***

**OHS Act reforms....**

As we informed you last issue, the OHS Act 2000 is to be reviewed to identify if the Act's objectives remain valid. To date there has been no further information released with WorkCover still publicising information about the discussion and review period. Results of the review are forecast for November 2005. Accent will continue to monitor.

**Premium reforms....**

With the conclusion of the PDS, WorkCover have set about to reform the process of premium calculation. The reforms, starting with the PDS in June 2005, appear extensive and start with reforming what defines a small, medium and large business.

To explain each reform would be a lengthy exercise but in summary, each employer size has reforms in the areas of:

- Definition – calculated by wages and/or premium
- Experience adjustment thresholds
- Excess payments
- Premium administration

For medium and larger employers reforms also include:

- Experience adjustment
- Hindsight adjustment
- Premium calculation for new employers

For your ease, a copy of the reforms paper is attached or you can click on the following link:

[http://www.workcover.nsw.gov.au/NR/rdonlyres/085A2B38-622B-4D2E-ADB8-B6AED0448F29/0/premium\\_review\\_summary\\_reforms\\_by\\_employer\\_size\\_4607.pdf#size](http://www.workcover.nsw.gov.au/NR/rdonlyres/085A2B38-622B-4D2E-ADB8-B6AED0448F29/0/premium_review_summary_reforms_by_employer_size_4607.pdf#size)

**Please feel free to contact Daniel or Lynn on 4731 5009 for any clarification.**

## Training Calender...

### OHS CONSULTATION (COMMITTEE & OHS REPRESENTATIVE)

This is a WorkCover NSW accredited course that is a legal requirement for all OHS committee members but also provides the practical basics required for OHS representatives, contractors requiring OHS qualification evidence for trade certificates or for those wanting to enhance their general knowledge on the OHS act, risk identification and management and system development. 8 hrs a day x 4 days

Fee \$550

PEN401 Accent Penrith Mon 24,31 Oct, 7, 14 Nov 9.00 – 5.00 pm

BXS401 Bankstown Sat 5,12, 19 & 26 Nov 9.00 – 5.00 pm

SLJ401 Strathfield Library Thur & Fri 1, 2,8, 9 Dec 9.00 – 5.00 pm

### INTRODUCTION TO REHABILITATION COORDINATION

WorkCover NSW accredited course providing the basics of rehabilitation or Return To Work (RTW) coordination. Includes workers compensation legislation, rehabilitation procedures, RTW reporting and coordinating medical practitioners and rehabilitation providers. A requirement for the person acting in a coordinators role within category 1 employers but also highly advantageous for that person looking for variety in their current role or career enhancement. 8 hrs a day x 2 days

Fee \$450

PEN402 Accent Penrith Fri & Sat 28, 29 Oct 9.00 – 5.00 pm

BXW405 Bankstown Wed & Thurs 28,29 Oct 9.00 – 5.00 pm

SLM401 Strathfield Library Mon & Tues 5,6 Dec 9.00 – 5.00 pm

### ADVANCED REHABILITATION COORDINATION

Continues from the introduction course. Examines more complex legislative information surrounding disputes and difficult return to work situations as well as working with providers, claims analysis and premium interpretation. Ideal for the RTW coordinator in the larger company or company with multiple work related injury claims. 4 hrs a day x 2 days.

Fee \$480

PEN403 Accent Penrith Thurs & Fri 3,4 Nov 9.00 – 1.00 pm

BXJ407 Bankstown Thurs & Fri 24,25 Nov 9.00 – 1.00 pm

SLM402 Strathfield Library Mon & Tues 12,13 Dec 9.00 – 1.00 pm

### OHS RISK MANAGEMENT FOR SUPERVISORS AND MANAGERS

A previously WorkCover NSW accredited course that highlights the responsibilities of frontline managers/supervisors in OHS. Supervisors will gain the knowledge and skills necessary to apply risk management principles within their workplace. 1 x 4 hr class.

Fee \$150

PEN404 Accent Penrith Wed 26 Oct 9.00 – 1.00 pm

BXW407 Bankstown Wed 7 Dec 9.00 – 1.00 pm

SLW401 Strathfield Library Wed 23 Nov 9.00 – 1.00 pm

### STRESS MANAGEMENT FOR THE WORKPLACE

Avoid employee burnouts by ensuring your staff have the best training available in stress management. A tailored short course integrating methods of time management, relaxation, self-pacing and stress management techniques. Ideal for the individual or workplace team to enhance team communication and cohesion. Facilitated by practising psychologist. 1 x 4 hr class.

Fee \$150 (No Concession) (GST Free)

PEN405 Accent Training Wed 2 Nov 9.00 – 1.00 pm

BXW408 College Office Wed 9 Nov 9.00 – 1.00 pm

SLW402 Strathfield Library Tues 29 Nov 9.00 – 1.00 pm

### TAILORED WORKPLACE OH&S TRAINING SOLUTIONS:

Accent's experience in OH&S, training, consultancy and injury management means that you and your business or employer will be assured of high quality and integrative OH&S training. All our trainers have a minimum Cert IV in Assessment and Workplace Training. All courses can be delivered in house and can be customised to your business needs. Additional customised programs include:

Stress Management in the workplace

Manual Handling

Hazard identification and risk management

**For independent advice, realistic solutions or a quote, contact Daniel on 4731 5009.**

## What's New at Accent.....

### Company Doctor.....

Accent is proud to announce its new relationship with Dr Greg Cameron of Health Quest Family Practice in Penrith.

Dr Cameron has many years experience with workers compensation patients and has served as a company doctor for many of Penrith and surrounding suburbs employers. In addition, Dr Cameron is a WorkCover accredited Injury Management Consultant (IMC) so he can be referred to to assist with those difficult workers that do not progress, or more importantly for those GPs or NTDs that will not budge on medical restrictions.

Dr Cameron is able to take on the role as a company doctor. As an employer, you can request that injured workers can attend to your own nominated doctor. In situations where the workers insists on attending their own GP, you as an employer can still request that the worker also sees your own doctor.

It is anticipated that Dr Cameron will also assist Accent with developing Pre Placement Screens in November.

**If you have any questions regarding the use of a company doctor, IMC or benefit of medical assistance through Accent, please contact Daniel or Lynn on 47315009.**

### 3 tier injury management subscriptions....

*Accent are implementing employer focused injury management and OHS savings packages for all its clients and their colleagues. The aim of the packages is to highlight the benefits of well implemented injury management and OHS packages as well as provide you the client with some cost savings....a nicety that appears to have been lost in the quagmire of change!*

**The three packages are set out below, all enquiries can be directed to Daniel or Lynn on 4731 5009:**

Accent on Basics	Accent on Compliance	Accent on Excellence
<ul style="list-style-type: none"> <li>▪ Rehabilitation Provider arrangement with certificate for OHS board</li> <li>▪ Company doctor</li> <li>▪ Bi monthly newsletter</li> <li>▪ 1x invitation at Accent annual industry seminar</li> <li>▪ Access to 24 hour Accent Info Line</li> <li>▪ Instant access to pre placement screens</li> <li>▪ Injury Management expert attend <b>one</b> claims review per year</li> <li>▪ OHS professional attends <b>one</b> of your OHS toolbox sessions</li> <li>▪ <b>2</b> hours free on site HR consultation</li> <li>▪ <b>5%</b> discount of all training courses convened by Accent</li> <li>▪ Discount of \$20 per hour on all EAP services</li> </ul>	<ul style="list-style-type: none"> <li>▪ Rehabilitation Provider arrangement with certificate for OHS board</li> <li>▪ Company doctor</li> <li>▪ Bi monthly newsletter</li> <li>▪ 1x invitation at Accent annual industry seminar</li> <li>▪ Access to 24 hour Accent Info Line</li> <li>▪ Instant access to pre placement screens</li> <li>▪ Injury Management expert attend <b>two</b> claims review per year</li> <li>▪ OHS professional attends <b>one</b> of your OHS toolbox sessions</li> <li>▪ <b>3</b> hours free on site HR consultation</li> <li>▪ <b>7.5%</b> discount of all training courses convened by Accent</li> <li>▪ Discount of \$20 per hour on all EAP services</li> </ul> <p><b>Plus</b></p> <ul style="list-style-type: none"> <li>▪ One free ergonomic analysis of one department (less than or equal to 15 people)*</li> <li>▪ OHS professional attends <b>one</b> of your OHS committee meetings</li> <li>▪ <b>5%</b> discount on development of a suitable duties register</li> </ul>	<ul style="list-style-type: none"> <li>▪ Rehabilitation Provider arrangement with certificate for OHS board</li> <li>▪ Company doctor</li> <li>▪ Bi monthly newsletter</li> <li>▪ 1x invitation at Accent annual industry seminar</li> <li>▪ Access to 24 hour Accent Info Line</li> <li>▪ Instant access to pre placement screens</li> <li>▪ Injury Management expert attend <b>three</b> claims review per year</li> <li>▪ OHS professional attends <b>one</b> of your OHS toolbox sessions</li> <li>▪ <b>5</b> hours free on site HR consultation</li> <li>▪ <b>10%</b> discount of all training courses convened by Accent</li> <li>▪ Discount of \$20 per hour on all EAP services</li> <li>▪ One free ergonomic analysis of one department (less than or equal to 15 people)*</li> <li>▪ OHS professional attends <b>two</b> of your OHS committee meetings</li> <li>▪ <b>10%</b> discount on development of a suitable duties register</li> </ul> <p><b>Plus</b></p> <ul style="list-style-type: none"> <li>▪ Second departmental or executive ergonomic analysis (less than or equal to 15 people)*</li> <li>▪ <b>10%</b> discount on OHS systems audit</li> </ul>
<b>Subscription fee: \$1000.00 pa</b>	<b>Subscription fee: \$2500.00 pa</b>	<b>Subscription fee: \$5500.00 pa</b>
<b>Total savings: \$1720.00!</b>	<b>Total savings: \$3580.00!</b>	<b>Total savings: \$6470.00!</b>

\*Assessment and report included – recommendations and or resulting training will be quoted separately

**NB: Subscriptions can be paid monthly, quarterly or as one up front payment (further 5% reduction applies)**

## Snap Shots

### No short-term reduction in NSW premiums likely

Monday 26th September 2005 3:53 pm EST

WorkCover NSW CEO Jon Blackwell said today that reducing the scheme's deficit is a major priority, and this makes premium reductions unlikely in the immediate future

### Labour hire firms can sue host employers to recover compensation

Friday 23rd September 2005 11:37 am EST

In a landmark case, the Supreme Court of Tasmania has found that labour hire companies can sue host employers to recover compensation paid to workers who are injured as a result of their negligence

### Crossing road for food wasn't in "course of employment"

Thursday 22nd September 2005 3:07 pm EST

In a decision that further clarifies workers' compensation liabilities for injuries that occur during work breaks, a South Australian tribunal has found a worker who was hit by a car on his way to get food was not injured in the course of his employment.

Thank you for taking the time to read this newsletter.

For a full list of our services please visit our website:

[www.accentonhealth.com.au](http://www.accentonhealth.com.au)