



Australian Government

Seafarers Safety, Rehabilitation  
and Compensation Authority

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# SEACARE NEWS

ISSUE 20—DECEMBER 2010



## Chairperson's comments

The Seacare Authority held its biennial Seacare Conference and Awards events in Melbourne in October. Details of the conference and the award winners are provided in this newsletter. The events were very successful with a record number of high quality entries received for the awards and a record number of conference delegates. Feedback has been extremely positive and I compliment all those

involved in making the events a success. The Authority's *Best Practice Claims Management Guide* was also launched at the conference.

As I mentioned in the last edition of Seacare News, these are exciting times for the maritime industry with a number of reform initiatives coming together. Among these are proposals to de-link the coverage provisions for the Seacare scheme from the Navigation Act. This represents an ideal opportunity to bring clarity and certainty to the Seacare scheme. The Seacare Authority will be engaging in an exercise in the new year to seek stakeholder views on how best to define coverage.

The Seacare Authority will also shortly be seeking stakeholder input into the development of the Seacare 2015 Plan. The Seacare 2015 Plan will provide the strategic direction for the scheme and the Authority for the next five years. The Authority is keen to obtain the views of stakeholders on a number of questions. An issues paper will be released shortly providing background information on the issues for consideration.

A particular focus for the Authority in the years ahead will be how to improve safety outcomes in the scheme. Keeping safe and healthy at work is always important but has particular relevance at this time of year. I urge all industry participants to maintain a heightened safety focus during the festive season.

Best wishes for 2011.

David Sterrett  
Chairperson

# 2010

# SEACARE

## Awards & Conference

The 2010 Seacare Awards and Conference were held 27–28 October at MAIA at Central Pier in Melbourne’s Docklands precinct. More than 150 delegates from all sectors of the Australian maritime industry participated in this year’s events.

The theme of the conference was *Shape safety, support seafarers* with the focus on shaping safety and exploring opportunities to improve health and safety and injury prevention, whilst continuing to support seafarers by improving claims management, rehabilitation and return to work practices. The conference also recognised 2010 as *Year of the Seafarer*.

Day one of the conference included a mock tribunal run by Sparke Helmore Lawyers, a workers’ compensation in practice workshop and the launch of the Seacare Authority’s new publication *Best Practice Claims Management Guide*.



*Professor Paul Barach*

Day two of the conference featured presentations from a range of expert speakers from within the industry as well as other sectors. The Seacare scheme and industry update session outlined major issues and developments that are currently affecting the Seacare scheme and maritime industry, such as the model OHS laws and Navigation Act rewrite. Speakers in this session included:

- > Gerard Newman—Director, Governance and Secretariat, Comcare
- > Flora Carapellucci—Branch Manager, Safety and Compensation Policy Branch, Department of Education, Employment and Workplace Relations
- > Murray Lembit—Maritime Policy Reform Branch, Department of Infrastructure and Transport
- > Teresa Hatch—Executive Director, Australian Shipowners Association
- > Mick Doleman—Deputy National Secretary, Maritime Union of Australia.

Professor Paul Barach presented his research on accident prevention and robust safety systems. Glen Holmes (Product Development Manager—Queensland Rail) shared Queensland Rail’s journey to improve its safety culture through an integrated campaign aimed at changing attitudes and opinions. Participants heard how QR’s employees, their families and wider community were exposed to the real facts on workplace injury, all based on real stories and hard-hitting safety messages.

Steve Bell (Senior Associate—Freehills) provided a legal perspective on managing health and safety in complex working environments. Sherrilyn Mills (Principal—Reliance Workplace Solutions) spoke from her experience as a rehabilitation provider on achieving effective return to work in the maritime environment. A highlight of the conference was to hear Sean Lawrence (Integrated Rating—P&O Maritime Services) who shared his rehabilitation and return to work experience after suffering a serious work-related injury in 2009.

Rob Redenbach concluded the conference with an entertaining and motivating presentation about effective leadership. He also shared some of his remarkable life experiences from his time as bodyguard for Nelson Mandela.



*Seacare scheme and industry update speakers*



*Rob Redenbach*

The 2010 Seacare Award winners were announced at a dinner event on Thursday 28 October. This is the fifth time the Seacare Awards have been presented to acknowledge successful and positive initiatives by employers, operators, seafarers and others who are leading the way in best practice workplace health and wellbeing programs, occupational health and safety systems and injury management.

Master of ceremonies, Shane Jacobson guided guests through the festivities. The band, Dukes of Debonaire, and the main act, String Diva, kept everyone entertained throughout the night.

Mr David Sterrett, Seacare Chairperson, said “the high quality of nominations received for this year’s awards demonstrates the commitment of those involved in the Seacare scheme to the ongoing improvement of OHS in the maritime industry”.

The winners and finalists of the 2010 Seacare Awards are:

### Category 1: Best Workplace Health and Wellbeing Program



Winner	P&O Maritime Services <i>P&amp;O Maritime Services Health and Wellbeing Program</i>
High Commendation	Go Offshore and Reliance Workplace Solutions <i>Health Surveillance and Monitoring Program</i>
Finalist	ASP Ship Management <i>ASP Wellness Program</i>

### Category 2: Best Workplace Health and Safety Management System



Winner	Farstad Shipping (Indian Pacific) <i>Farstad Shipping Integrated Management System Version 3.0</i>
High Commendation	P&O Maritime Services <i>SafeShip Strategy... the P&amp;O Maritime Voyage</i>
Commendation	Offshore Marine Services <i>Safety Management System</i>
Commendation	Offshore Marine Services and Reliance Workplace Solutions <i>Workplace Health Management System</i>

### Category 3: Best Solution to an Identified Workplace Health and Safety Issue



Winner	Offshore Marine Services and Reliance Workplace Solutions <i>The Recruitment of Crew for Remote Locations Procedure</i>
High Commendation	Teekay Shipping Australia <i>Alexander Spirit – External Frame Walkways</i>
Commendation	Teekay Shipping Australia <i>High Risk Induction Videos</i>
Finalist	ASP Ship Management <i>Introduction of Onboard Trainers</i>

#### Category 4: Best Individual Contribution to Workplace Health and Safety



Winner	Stuart King <i>Teekay Shipping Australia</i>
High Commendation	Michael Farrell <i>Teekay Shipping Australia</i>
Commendation	Leslie Watkins <i>Offshore Marine Services</i>

#### Category 5: Best Rehabilitation and Return to Work Award



Winner	Offshore Marine Services and Reliance Workplace Solutions <i>OMS Injury Management Team</i>
High Commendation	ASP Ship Management and MP Safety Management <i>Successful Return to Work Following Psychological Injury</i>
Commendation	Tidewater Marine Australia and Reliance Workplace Solutions <i>Rehabilitation and Return to Work Management</i>
Finalist	Farstad Shipping (Indian Pacific) <i>Rehabilitation of an Integrated Rating</i>
Finalist	Go Offshore and Reliance Workplace Solutions <i>Rehabilitation and Return to Work Management</i>
Finalist	P&O Maritime Services <i>Occupational Rehabilitation of an Engineering Officer</i>
Finalist	P&O Maritime Services <i>Occupational Rehabilitation of an Integrated Rating</i>

#### Chairperson's Award



The Chairperson's Award for significant contribution to improving seafarer health and welfare through occupational health and safety, injury management or scheme administration was presented to former Seacare Authority Chairperson, Mr Geoff Gronow ESM ED.

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## Claims management handbook

The Seacare Authority launched its *Best Practice Guide: Claims Management* at the 2010 Seacare Conference and Awards. This handbook has been designed for employees, employers, insurers and other parties involved in the claims management process. It aims to:

- > provide an outline of the minimum statutory requirements for managing claims under the *Seafarers Rehabilitation & Compensation Act 1992* (Seafarers Act)
- > guide the audience on best practice approaches to claims management to ensure improved rehabilitation and return to work outcomes.

Copies of the handbook will be provided to employers and can be supplied on request by the Seacare Authority. The handbook is also available on the Seacare website.

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## Annual Report

The 2009–10 Seacare Annual Report is now available. The Annual Report provides an overview of the operations of the Authority for the year. It includes scheme performance data, reports on the performance of statutory functions and operations, a report on the Seafarers Safety Net Fund and the financial statements for the year.

Copies of the Annual Report will be provided to employers and can be supplied on request by the Seacare Authority. Annual Reports are also available on the Seacare website.

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## Seacare 2015 Strategic Plan

The Seacare Authority is currently developing a five-year plan, the Seacare 2015 Strategic Plan. The plan will provide strategic direction to the scheme and the Authority. As part of the planning process the Authority is seeking the views of stakeholders and interested parties on the current state of the scheme and how the scheme could be improved.

The Authority plans to release a paper in the new year providing a background to the planning process and posing a series of questions for stakeholder consideration.

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## Revised compliance procedures

The Seacare Authority has reviewed and revised its compliance procedures to ensure relevant parties meet all legislative reporting requirements.

The revised compliance procedures establish the Seacare Management Section's (SMS) process for ensuring employer compliance with statutory obligations where no statutory procedures are specified.

The revised compliance procedures require the SMS to notify relevant parties before each reporting date and maintain an escalating system of sanctions to deal with the failure to comply with reporting obligations.

The revised compliance procedures can be viewed on the Seacare website.

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## Asbestos guidance

The Seacare Authority has developed revised guidance notes on asbestos prohibition. The updated notes reflect changes in the treatment of asbestos in the Seacare jurisdiction. The revised guidance is available on the Seacare website.

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## Authority approved industry training courses

Training courses approved under the Seafarers Act are relevant to the definition of an employee under the Act and the operation of the Seafarers Safety Net Fund (the Fund).

An employee is defined under the Seafarers Act as, among other things, a seafarer or a trainee. Industry trainees are those employees normally engaged as seafarers who are undergoing an approved industry training course. Industry trainees can also be those people undergoing an approved industry training course before becoming a seafarer. An industry trainee at an approved industry training course is taken to be employed by the Fund.

Industry trainees attending an approved industry training course have access to workers' compensation entitlements with the Fund as the liable employer.

The Seacare Authority has approved a number of training courses for the purposes of the Seafarers Act. A list of these is available on the Seacare website.

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## New employee and ship detail and claim update forms

The Seacare Authority has reviewed processes and forms for employee and ship details, and claim updates.

The new paper form for employee and ship details can be used instead of entering details via the Seacare website. Employers will have the option of submitting their details by paper or online.

Please contact the Seacare Authority if you require further information.

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## Seacare scheme performance

The Seacare scheme's performance for the 2009–10 financial year is summarised below:

- > 236 claims lodged for 2009–10 compared to 268 in 2008–09
- > injury incidence rate per 1000 full time employees of 40.55 compared to 44.21 for the previous year and target of 27.1 for 2009–10
- > injury frequency rate per 1 million hours worked of 8.94 compared to 9.68 the previous year
- > employees covered by the scheme increased over 3 per cent to 6446, while full-time employees declined by just under 4 per cent to 4513
- > the number of hours worked by employers decreased to 20 240 480 compared to 20 973 333 the previous year
- > the proportion of employees in the over 55 age group has continued to increase; all other age categories recorded a reduction in employees, with a particularly large drop in the youngest age groups
- > there was a slight decrease in the number of Integrated Rating Officers and Trainees and a small increase in the number of Engineers, Deck Officers and Catering staff
- > there were 39 employers of seafarers and 79 operators engaging 289 ships in the scheme
- > 55 OHS incidents were reported to AMSA compared to 41 the previous year
- > Australian Maritime Safety Authority (AMSA) commenced 73 investigations compared to 50 the previous year.

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## Publication of current s20A exemptions

The granting of exemptions under s20A of the Seafarers Act has implications for the workers' compensation entitlements of the seafarers employed on exempt vessels.

The Seacare Authority is now maintaining an up-to-date list of the current s20A exemptions in the Seacare scheme on the Seacare website to ensure that exemption information is readily available to all interested parties. The list of current exemptions complements the list of exemptions granted in the financial year published in the Seacare Annual Report.

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## Seacare notices

Seacare notices are issued to scheme employers and published on the Seacare website. Current notices include:

Notice 03/2010—Indexation of compensation benefits (effective 1 July 2010)

Notice 05/2010—Maximum level of benefits (effective 19 August 2010)

Notice 06/2010—Maximum level of benefits (effective 18 November 2010)

## Seacare Authority membership and contact details

### Members

#### *Chairperson*

Mr David Sterrett

#### *Deputy Chairperson*

Mr Paul O'Connor—Comcare CEO

#### *Employee representative*

Mr John Wydell—Industrial Officer, Australian Maritime Officers Union (AMOU)

#### *Employee representative*

Mr Mick Doleman—Assistant National Secretary, Maritime Union of Australia (MUA)

#### *Employer representative*

Mr Peter Bremner—Consultant, formerly Manager, Shipping, CSR Ltd

#### *Employer representative*

Mr Mal Hearnden—Manager, Swire Pacific Ship Management (Australia) Pty Ltd

#### *AMSA CEO*

Mr Graham Peachey—CEO, Australian Maritime Safety Authority (AMSA)

### Deputy Members

#### *Deputy to Mr Wydell*

Mr Martin Byrne—Assistant Federal Secretary, Australian Institute of Marine & Power Engineers (AIMPE)

#### *Deputy to Mr Doleman*

Mr Jamie Newlyn—Branch Secretary, South Australia, MUA

#### *Deputy to Mr Bremner*

Ms Teresa Hatch—Executive Director, Australian Shipowners Association (ASA)

#### *Deputy to Mr Hearnden*

Mr Tony Caccamo—General Manager, Operations, Australian Mines & Metals Association (AMMA)

#### *Deputy to Mr Peachey*

Mr Brad Groves, General Manager, Maritime Standards, AMSA

### Seacare Management Section, Comcare

#### *Director*

Mr Gerard Newman

#### *Assistant Director*

Mr Michael Jurd

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### Publication details

© Commonwealth of Australia 2009  
Seacare News Issue #20  
ISSN 1835-0208 Print  
ISSN 1835-0216 Online  
Seacare Management Section  
GPO Box 9905, Canberra ACT 2601

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