



Australian Government

Seafarers Safety, Rehabilitation  
and Compensation Authority

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# ANNUAL REPORT 2020–21

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SEACARE





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and Compensation Authority**

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SEACARE

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## Acknowledgement

Throughout this report the Seafarers Safety, Rehabilitation and Compensation Authority is referred to as the Seacare Authority. Seacare is the registered trading or business name of the Seacare scheme of occupational health and safety, rehabilitation and compensation.

Content, design and layout: Comcare

## Online access

Online access is available at [www.seacare.gov.au](http://www.seacare.gov.au)

# Letter of transmittal



**Australian Government**  
**Seafarers Safety, Rehabilitation  
and Compensation Authority**

Senator The Hon Michaelia Cash  
Attorney-General  
Minister for Industrial Relations  
Parliament House  
CANBERRA ACT 2600

Dear Minister,

I am pleased to present the Annual Report on the activities of the Seafarers Safety, Rehabilitation and Compensation Authority (Seacare Authority) for the financial year ended 30 June 2021.

This report is made in accordance with section 46 of the *Public Governance, Performance and Accountability Act 2013* and includes a report on:

- activities undertaken under the *Seafarers Rehabilitation and Compensation Act 1992* as well as Ministerial declarations made under that Act
- the operation of the *Occupational Health and Safety (Maritime Industry) Act 1993* and Regulations, pursuant to subsection 114(1) of the Act.

Following its tabling in Parliament, the report will be available on the Seacare Authority's website, [www.seacare.gov.au](http://www.seacare.gov.au).

Yours sincerely,

Barry Sherriff  
Chairperson  
16 September 2021



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The Seacare Authority acknowledges the traditional owners and custodians of country throughout Australia and acknowledges their continuing connection to land, sea and community. We pay our respects to the people, the cultures and the Elders past, present and emerging.

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# Chairperson's report



I am pleased to present this report to the Minister for Industrial Relations, Senator the Hon. Michaelia Cash, and the Australian Parliament, on the operations of the Seafarers Safety, Rehabilitation and Compensation Authority (Seacare Authority) for the year ending 30 June 2021.

I would like to acknowledge the valuable contributions made by all Members during the reporting period.

## Strategic focus

As required by section 35 of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act), the Seacare Authority developed, in consultation with relevant stakeholders, a Corporate Plan for 2020–21. The Seacare Authority Corporate Plan was developed in line with section 16E of the *Public Governance, Performance and Accountability Rule 2014*. The Seacare Authority has also worked closely with the Australian Maritime Safety Authority (AMSA) to progress the strategies and priorities outlined in the joint occupational health and safety plan 2019–2022 (OHS Plan). This included setting priorities under that OHS Plan for the 2020 and 2021 calendar years.

Further information regarding activities and performance against the Corporate and OHS Plans throughout 2020–21 is in Chapter 2.

## Health and safety outcomes

The Seacare Authority supports injured workers in the shipping and offshore industry, a hazardous industry involving complex operational and safety challenges in very remote locations. These challenges have become significantly more complex due to the COVID-19 pandemic, including complex border closure and quarantining requirements for both employers and seafarers alike. Safety outcomes in the Seacare scheme remain a key priority, and the outcomes achieved through 2020–21 are reflective of the focus by scheme participants on reducing harm across the scheme.

## Seafarers Safety Net Fund

A key function of the Seacare Authority is the oversight and management of the Seafarers Safety Net Fund (the Fund). The Fund is a 'safety net employer' to stand in place of an employer if a default event<sup>1</sup> occurs, providing compensation benefits for injured workers when there is no existing employer to lodge the claim against. The Seacare Authority has been responsible for the management of the Fund since 2002 and has been required to have a policy of insurance in place for the Fund since that time.

---

<sup>1</sup> A default event is defined under section 3 of the Seafarers Act



Following an increase to the levy rate in October 2019, to \$50 per berth, the Seacare Authority has continued to monitor the financial position of the Fund, including undertaking an actuarial assessment of the fund in May and June of 2021. The outcomes of the actuarial assessment will inform the Seacare Authority's consideration of the levy rate and the target cash reserve for the Fund at its meeting of 25 November 2021.

There is significant pressure on the Fund through a contraction in the available insurance market – while the Seacare Authority has been able to negotiate insurance for the Fund to 31 March 2022, this was at a significantly higher cost than the 2020–21 premium. The Seacare Authority has escalated this issue and its associated risks to the Attorney-General's Department and the Minister for Industrial Relations and continues to work with the Attorney-General's department on mitigation strategies.

## Exemptions by own motion

The Full Federal Court of Australia's decision in late December 2014, in the case of *Samson Maritime Pty Ltd v Noel Aucote* [2014] FCAFC 182 (Samson v Aucote), provided an interpretation on the coverage of the scheme that was significantly broader than the way that scheme coverage had been previously understood and applied. That is, that the scheme applied to all employees (as defined under the *Seafarers Rehabilitation and Compensation Act 1992* (Seafarers Act)) of a trading, financial or foreign corporation.

During 2020–21, the Seacare Authority reissued the exemptions previously granted by its own motion in 2020 to vessels that have been brought into the scheme because of the *Samson v Aucote* decision.

Further information on the changes to the scheme are contained in Chapter 1 of this report.

## Review of the Seacare Code of Practice

The Seacare Authority Code of Practice – Health and Safety in Shipboard Work, Including Offshore Support Vessels (Code) took effect in January 2019, replacing the Seacare Authority Code of Practice 1/2000, which included the Australian Offshore Support Vessel Code of Safe Working Practice, and the Code of Safe Working Practice for Australian Seafarers.

At its 28 November 2019 meeting, the Seacare Authority considered feedback received on the Code, in particular the Offshore Chapter, and agreed to reconvene its Code of Practice Working Group. Following the engagement of a specialist consultant to assist the Working Group in its consideration of the Code, the working group undertook a significant review of the offshore chapter, with recommendations for amendments made to the Seacare Authority's meeting of 18 March 2021.

The endorsed recommendations for change were made to the Minister for Industrial Relations on 13 May 2021. The Seacare Authority remains committed to this review and will provide support to the Attorney-General's Department as required, through 2021–22, to progress the assessment of the recommendations.

## Review of the exemption factors and guidelines

The Seacare Authority undertook consultation from 21 September 2020 to 23 November 2020 on proposed amendments to its exemption factors and guidelines under section 20A of the Seafarers Act. The submissions received were referred to the Seacare Authority's exemptions working group, with the working group subsequently making recommendations to the Seacare Authority on the amendments.

At its meeting of 18 March 2021, the Seacare Authority endorsed the proposed amendments to the exemption factors, guidelines and form for implementation from 1 July 2021. The revised factors and guidelines provide clearer instruction and guidance on applying for an exemption under section 20A and will assist employers with identifying and providing the information required to support their application.

## Seacare Authority governance, accountability and data

### Cross agency agreement

The Seacare Authority and Comcare have an agreement in place (referred to as the cross-agency agreement) in relation to the provision of specific services by Comcare. The current agreement, which was implemented for a three-year period, expires in June 2022.

### Strategic Risk Register

The Seacare Authority maintained its Strategic Risk Register throughout the year, including reviewing it to mitigate, as far as practicable, current and emerging risks. This has included recognition of the impacts of the COVID-19 pandemic, and risks to scheme viability.

### Seacare fraud management measures

In September of 2020, the Seacare Authority endorsed its revised Fraud Control Policy and Plan (Fraud Plan), as well as its Fraud Risk Register and Assessment (Assessment). In addition to existing measures, the Seacare Authority endorsed the introduction of an annual declaration of interest process and register and undertook a review of the Fraud Plan and Assessment at its meeting of 10 June 2021.

### Seacare Scheme Data Report

To complement the 2019–20 annual report, the Seacare Authority published a Seacare Scheme Data Report which provided a comprehensive summary of scheme data and performance up to June 2020. The report is available on the Seacare website. A similar report will be published for 2020–21 to complement this annual report.

## Acknowledgments

I wish to acknowledge the important role of AMSA as the occupational health and safety inspectorate for the Seacare scheme. I wish to also thank the staff of AMSA for their valuable contribution to the work of the Seacare Authority.

Finally, I would like to thank the staff of Comcare for their professional support, guidance and assistance.

Barry Sherriff  
Chairperson

# 2020–21 Scheme snapshot<sup>2</sup>

3904 employees under the Seafarers Act<sup>3</sup>

3904  
employees

2297  
FTE employees

2297 FTE employees under the Seafarers Act



9 8 2 9 4 9 2

Total hours worked under the Seafarers Act



92 offshore



41 bluewater



12 dredging



8 other

153  
Ships Total

2291  
FTE employees

2291 FTE employees under the OHS(MI) Act<sup>4</sup>



9 5 2 8 1 9 4

Total hours worked under the OHS(MI) Act

54 Number of AMSA staff appointed as OHS Inspectors

54  
employees

7  
incidents

7 Number of incidents reported under the OHS(MI) Act

<sup>2</sup> Data as at 30 June 2021

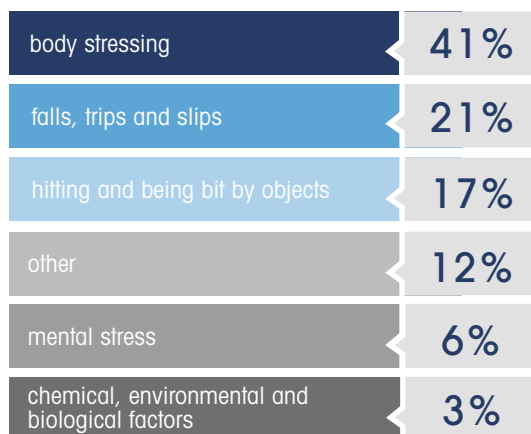
<sup>3</sup> Seafarers Rehabilitation and Compensation Act 1992

<sup>4</sup> Occupational Health and Safety (Maritime Industry) Act 1993

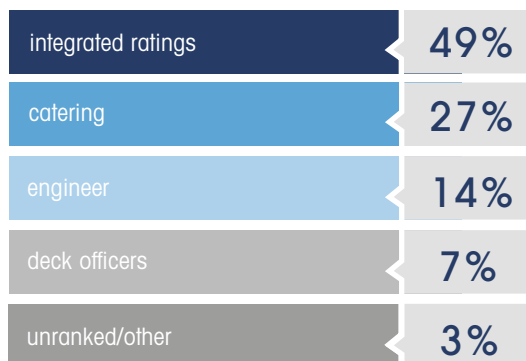
# 2020–21 Scheme profile<sup>2</sup>



## Type of injury



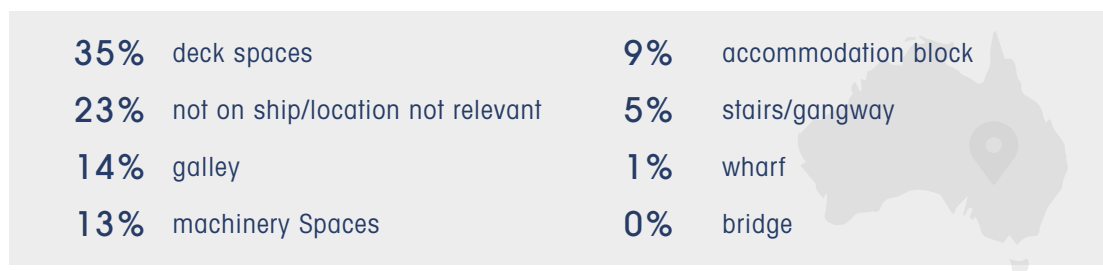
## Claims accepted by occupation



## Claims accepted by age range



## Claims accepted by location



<sup>5</sup> A 'serious claim' has a total of one week or more of lost time







The background of the page is a textured, aged paper with a warm, yellowish-brown hue. Overlaid on this is a stylized map of Southeast Asia, rendered in a darker, mottled brown color. The map includes the Malay Peninsula, the island of Sumatra, and the Indonesian archipelago, including Java, Sumatra, and the islands of the Philippines and Malaysia. The map is positioned on the left side of the page, with the right side being a solid, dark blue-grey color.

## CHAPTER 1:

### THE SEACARE SCHEME

# About the Seacare scheme

Seacare is a national scheme of occupational health and safety (OHS), rehabilitation and workers' compensation arrangements which applies to defined seafaring employees and in relation to OHS defined third parties.

The scheme is a privately underwritten workers' compensation scheme, with employers required, under section 93 of the *Seafarers, Rehabilitation and Compensation Act 1992* (Seafarers Act), to hold workers' compensation insurance to cover the full amount of their liabilities under the Seafarers Act for all seafarers employed. Management responsibility of claims for workers' compensation under the Seafarers Act rests with the employee's employer. This management responsibility is often outsourced to an employer's insurer or third party with claims management expertise. Premium income from these insurance policies does not contribute to the cost of scheme services, unlike arrangements in centrally managed schemes.

The scheme incorporates the Seafarers Safety Net Fund (Fund) which is a 'safety net employer' to stand in place of an employer if a default event<sup>6</sup> occurs. The Fund enables injured seafarers to lodge a claim even when there is no employer against which to make a claim. In such circumstances, the Fund will determine any claim and may accept liability for any eligible benefits. Where there was a workers' compensation insurance policy covering the employee under the Seafarers Act, the Fund has the same rights as the insured employer to recover costs from that insurer.

The Seacare Authority has been responsible for the management of the Fund since 2002, following a declaration by the Minister under section 100 of the Seafarers Act, and has been required to have a policy of insurance for the Fund since that time.

The Fund is maintained through the collection of money from scheme employers under the *Seafarers Rehabilitation and Compensation Levy Act 1992* (Levy Act) and the *Seafarers Rehabilitation and Compensation Levy Collection Act 1992* (Levy Collection Act). The Minister determines, in consultation with relevant stakeholders, the appropriate rate of levy payable by employers before making a regulation prescribing the rate. In 2019–20, the levy rate was increased from \$25 per berth to \$50 per berth as of 1 October 2019.

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<sup>6</sup> A default event is defined under section 3 of the Seafarers Act



## Seacare scheme coverage

### Samson v Aucote

On 22 December 2014, the Full Federal Court of Australia unanimously decided in the case of *Samson Maritime Pty Ltd v Noel Aucote* [2014] FCAFC 182 (Samson v Aucote) that sections 19(2)–(4) of the Seafarers Act extend the operation of that Act beyond the limited circumstances set out in section 19(1). Based on the Federal Court’s decision, the scheme applies to any employee of a trading, financial or foreign corporation without the limitation that the ship be engaged in trade or commerce beyond the boundary of a state or within a territory.

This decision substantially shifted the workers’ compensation and work health and safety arrangements in the Australian maritime industry. Ships and employees that were historically considered to be covered by state arrangements may now be covered by the Seacare scheme.

### Seacare Authority exemptions and Minister’s Declarations

As a result of the Samson v Aucote decision, in 2014 the Seacare Authority granted two twelve-month exemptions of own motion from coverage by the Seafarers Act and has continued to grant those exemptions on an annual basis. In 2020–21, the Seacare Authority reissued these exemptions for a further period:

- > Multiple vessels – Australian General Register, effective from 24 March 2021.
- > Multiple vessels – Domestic Commercial Vessels, effective from 21 April 2021.

In 2015, the then Minister for Jobs and Innovation also made declarations under the *Occupational Health and Safety (Maritime Industry) Act 1993* (OHS(MI) Act) and the Seafarers Act that stated that certain ships were not prescribed ships for the purposes of those Acts. Both declarations were renewed in 2017 when they were due to sunset, without specifying a date for repeal.

The exemptions and declarations together ensure that these ships are not covered by the Seacare scheme and are instead covered by state legislation, as had been understood to be the case prior to the Samson v Aucote decision.

The Seacare Authority also grants exemptions on application by employers – the exemptions granted by the Seacare Authority during 2020–21 are provided at Appendix A of this report.

### Other legislative amendments and instruments

Under section 78 of the Seafarers Act, employers must seek assistance for reconsideration matters. With no industry panel under section 78(4)(a) of the Seafarers Act, an employer must seek Comcare’s assistance to reconsider a determination under section 78(4)(b) of that Act.

Section 141 of the Seafarers Act allows for Comcare to charge an employer a prescribed fee for the provision of its services under section 78 of that Act.



# About the Seacare Authority

## Responsible Minister

The Seacare Authority operates within the Attorney-General's portfolio. The Attorney-General and Minister for Industrial Relations has the power to give directions to the Seacare Authority about the performance of its functions and the exercise of its powers.

## Purpose, role and function

The Seacare Authority is a statutory body established under the Seafarers Act with purposes derived from its functions under the Seafarers Act and OHS(MI) Act. These purposes are to:

- > Promote healthy and safe workplaces and appropriate and timely compensation for, and rehabilitation of, injured workers covered by the Seacare scheme.
- > Maintain a scheme safety net that is able to meet its liabilities.

The Seacare Authority administers both the Seafarers Act and OHS(MI) Act. The inspectorate function under the OHS(MI) Act has been conferred on the Australian Maritime Safety Authority (AMSA). AMSA provides a regular report to the Seacare Authority on the performance of its functions.

The Seacare Authority has a number of powers and functions conferred on it to ensure the safety of employees covered under the OHS(MI) Act, as well as to ensure the early and safe return to work and access to compensation for injured employees under the Seafarers Act. The Seacare Authority is also responsible for ensuring that employers comply with their obligations under the Levy Collection Act and the Seafarers Rehabilitation and Compensation Levy Collection Regulations 2018.

In addition, the Minister, by notice published under section 100, has declared the Seacare Authority to have the functions, powers and obligations of the Fund.

## Under the Seafarers Act

The Seacare Authority's functions under the Seafarers Act are:

- > to monitor the operation of the Seafarers Act
- > to promote high operational standards of claims management and effective rehabilitation procedures by employers
- > to cooperate with other bodies or people with the aim of reducing incidence of injuries to employees
- > to publish material relating to the above functions
- > to formulate policies and strategies relating to the OHS of employees
- > to accredit OHS training courses for the purposes of section 47 of the OHS(MI) Act
- > to advise the Minister about anything relating to the Seacare Authority's functions and powers and other matters relating to the compensation and rehabilitation of employees
- > such other functions as are conferred on the Seacare Authority by the Seafarers Act or any other Act.

### Under the OHS(MI) Act

The Seacare Authority's functions under the OHS(MI) Act are to:

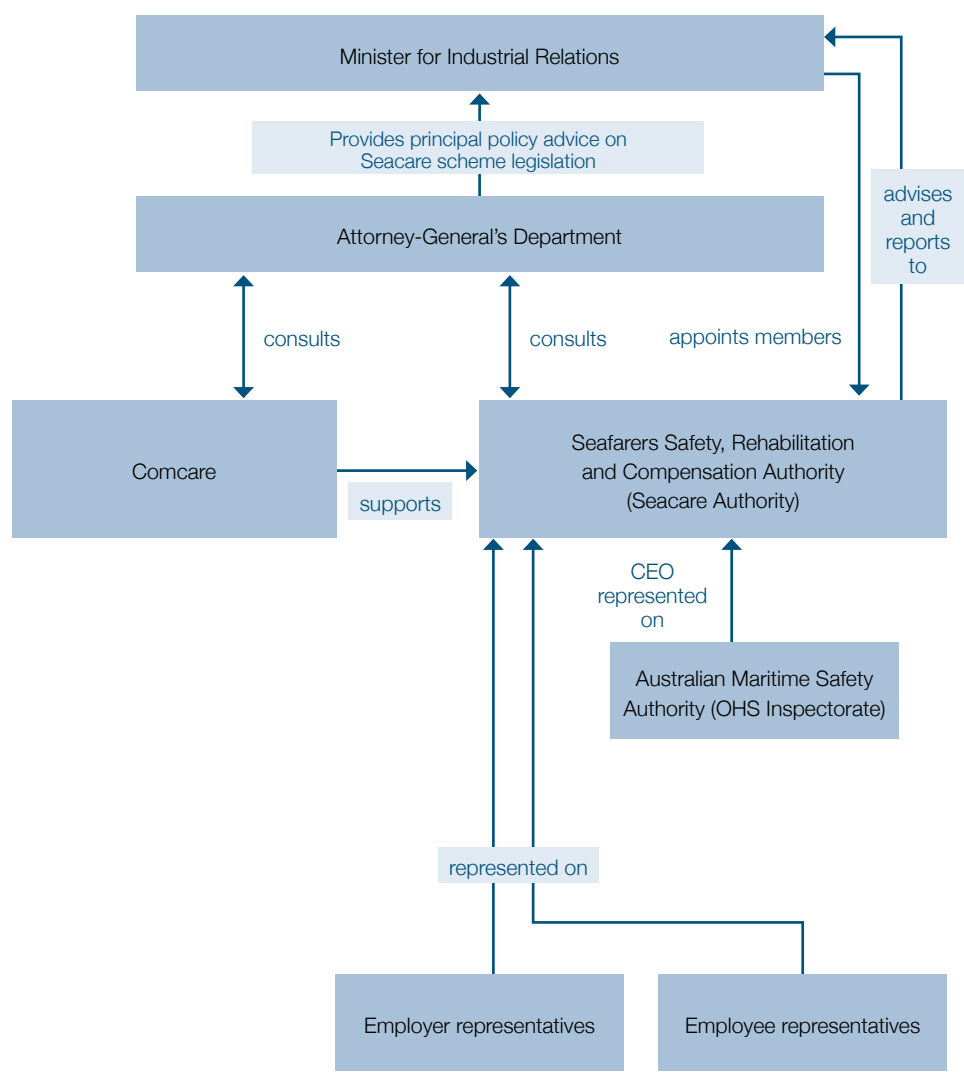
- > ensure, in accordance with the OHS(MI) Act and the Regulations, that the obligations imposed by or under the Act and the Regulations are complied with
- > advise operators, employees or contractors, either on its own initiative or on being asked, on OHS matters
- > collect, interpret and report information relating to OHS
- > formulate policies and strategies relating to the OHS of employees
- > accredit OHS training courses for the purposes of section 47
- > liaise with other bodies concerned with OHS
- > advise the Minister on:
  - the most effective means of giving effect to the objects of the OHS(MI) Act
  - the making of regulations under the OHS(MI) Act
  - the approval of codes of practice under subsection 109(1).

### Under the Levy Act

The Seacare Authority also has functions under the Levy Act to advise the Minister on:

- > the need to ensure that the Fund has adequate financial reserves for its prudential management
- > reasonable estimates of the Fund's present and future liabilities under the Seafarers Act
- > the cost of administering the Seacare Authority in connection with the performance or exercise of the Fund's functions, powers and obligations

Figure 1: Seafarers safety, rehabilitation and compensation scheme



## Membership

The Seafarers Act provides for the Seacare Authority to have seven members, consisting of a Chairperson, Deputy Chairperson, two Members representing employers, two Members representing employees and the CEO of AMSA. Members are appointed by the Minister, except for the CEO of AMSA which is an ex-officio appointment. Members other than the Chairperson and Deputy Chairperson may appoint a deputy, subject to the Minister's approval.

The Seacare Authority comprised the following Members during 2020–21:

- > Mr Barry Sherriff, Chairperson and Accountable Authority for the entire financial year
- > Ms Sue Weston, CEO of Comcare, Deputy Chairperson of the Seacare Authority
- > Ms Natasha Lindfield, Crewing Manager, SolstadFarstad Pty Ltd, representing employers
- > Ms Teresa Lloyd, Chief Executive Officer, Maritime Industry Australia Limited, representing employers
- > Dr Penny Howard, National Research Officer, Maritime Union of Australia, representing employees
- > Mr Nathan Niven, Senior National Organiser, Australian Institute of Marine & Power Engineers, representing employees
- > Mr Mick Kinley, CEO of AMSA.

## Operations of the Seacare Authority

The Seacare Authority meets at least once in every three-month period with additional meetings held as required. Three Members constitute a quorum if the following Members are present:

- > the Chairperson or Deputy Chairperson
- > a Member representing employer interests
- > a Member representing employee interests.

The Seacare Authority held meetings on 17 September 2020, 26 November 2020, 18 March 2021, and 10 June 2021. Details of attendance at Seacare Authority meetings during 2020–21 are shown in Table 1.

Table 1: Seacare Authority meeting attendance

Members	Eligible to attend	Attended	Attended by Deputy
Barry Sherriff	4	4	N/A
Sue Weston	4	4	N/A
Natasha Lindfield	4	4	N/A
Teresa Lloyd	4	4	N/A
Penny Howard	4	4	N/A
Nathan Niven	4	4	N/A
Mick Kinley	3	3	1

In 2020–21, the following Deputy Member attended a meeting of the Seacare Authority:

- > Sachi Wimmer, Deputy Chief Executive Officer, Australian Maritime Safety Authority.

## Seacare Authority working groups

The following working groups operated during the reporting year:

### Mental Health Working Group

Purpose: To create and implement a Seacare Authority Mental Health Strategy with the intention of promoting mental health information and encouraging a cohesive best-practice approach to mental health in the maritime industry.

Participants: Mr Barry Sherriff (Chair), Dr Penny Howard, Ms Natasha Lindfield and Dr Michelle Grech (AMSA).

### Exemptions Working Group

Purpose: To review the current factors of exemption and make recommendations to the Seacare Authority for modification of the factors and associated documentation.

Participants: Mr Barry Sherriff (Chair), Dr Penny Howard, Ms Natasha Lindfield and Ms Teresa Lloyd.

## Code of Practice Working Group

Purpose: To identify, based on evidence, any practical issues with the Offshore Chapter of the Code that have arisen or are likely to arise from implementation of the Code and recommend amendments to the Seacare Authority for consideration and decision.

The working group will take into consideration the role of the Code in providing practical guidance, as per section 109 of the OHS(MI) Act.

Participants: Mr Barry Sherriff (Chair), Dr Michelle Grech (AMSA), Mr Jake Field (Maritime Union of Australia), Ms Angela Gillham (Maritime Industry Australia Limited), Ms Anna Schwartz (SolstadFarstad Pty Ltd), and Mr Nathan Niven. The working group was also supported by Ms Julia Collins.

## Administrative support and advice

The Seacare Authority is not a body corporate and does not employ its own staff. To enable it to perform its functions and exercise its powers, section 72A of the *Safety, Rehabilitation and Compensation Act 1988* (SRC Act) requires Comcare to provide the Seacare Authority with secretariat support and other assistance, and to make available to it the services of such members of Comcare's staff as the Seacare Authority reasonably requires from time to time for the proper performance of its functions or exercise of its powers.

The Chairperson, as Accountable Authority of the Seacare Authority, delegates functions and powers to Comcare under the Seafarers Act and the PGPA Act. During 2020–21, the services that Comcare provided to the Seacare Authority were articulated through a cross-agency agreement.


Operating as the Seacare Secretariat, Comcare staff undertake the day-to-day regulatory functions of the Seacare Authority and provide policy, administrative and secretariat support. The Seacare Secretariat, under the direction of the Seacare Authority, is responsible for:

- > providing secretariat, policy and strategic support to the Seacare Authority
- > implementing decisions of the Seacare Authority
- > administering Seacare scheme legislation and monitoring how it operates
- > managing the annual appropriation to support the Seacare function
- > monitoring, and reporting on, Seacare scheme performance
- > preparing a corporate plan and an annual report to Parliament
- > reporting to the Minister
- > liaising and communicating with scheme stakeholders and other regulators
- > promoting the objectives of the Seacare scheme.

The Seacare Secretariat also has access to Comcare legal services, financial management services, communication services and corporate support to assist it to carry out its work.







## CHAPTER 2: PERFORMANCE REPORTING

# Annual performance statements

I, Barry Sherriff, as the Accountable Authority and Chairperson of the Seacare Authority, present the 2020–21 annual performance statements of the Seacare Authority, as required under paragraph 39(1) (a) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act). In my opinion, these annual performance statements are based on properly maintained records, accurately reflect the performance of the Seacare Authority, and comply with subsection 39(2) of the PGPA Act.

## Overview

The Seacare Authority's annual performance statements should be read in conjunction with the Seacare Authority 2020–21 Corporate Plan. The Seacare Authority does not have a separate Portfolio Budget Statement (PBS).

### Seacare Authority 2020–21 Corporate Plan

The Seacare Authority's purposes are derived from its functions and powers under the *Seafarers Rehabilitation and Compensation Act 1992* (Seafarers Act) and the *Occupational Health and Safety (Maritime Industry) Act 1993* (OHS(MI)). Its 2020–21 Corporate Plan defines its purpose to be to:

1. promote healthy and safe workplaces and appropriate and timely compensation for, and rehabilitation of, injured workers covered by the Seacare scheme; and
2. maintain a scheme safety net that is able to meet its liabilities.

Performance criteria for the Seacare Authority has been included at item 2.3.3 in the Comcare, the Safety, Rehabilitation and Compensation Commission and the Seafarers Safety, Rehabilitation and Compensation Authority Portfolio Budget Statement 2020–21 (PBS), as published on the Attorney-General's Department website. Table 2, below, sets out the linkages between the PBS, the Seacare Authority's Corporate Plan 2020–21 (Corporate Plan), and the annual performance statement which will be reported in the Seacare Authority's annual report for 2020–21.

The PBS and Corporate Plan documents refer to the 'target reserve' for the Fund. This is the target cash reserve, or target cash balance, for the Fund as at a point in time, as determined by the Seacare Authority.

Table 2: Relationship between portfolio budget statement 2020–21 and corporate plan 2020–21

Purpose (PBS Delivery Statements)	Measure (PBS performance criteria)	Key activities
1. Perform its statutory functions to promote healthy and safe workplaces and appropriate and timely compensation for, and rehabilitation of, injured workers covered by the Seacare scheme.	1. The Seacare Authority promotes healthy and safe workplaces	1.1. Monitor the operation of the OHS(MI) Act and promote compliance 1.2. Proactively engage with jurisdiction on safety issues, including activities undertaken against the Seacare Authority/Australian Maritime Safety Authority Occupational Health and Safety Plan 1.3. Promote better practice occupational health and safety through information and guidance and other agreed cost-neutral initiatives
	2. The Seacare Authority promotes timely rehabilitation and compensation	2.1 Drive improvement in return to work outcomes in the scheme through collaboration with health experts, providers and scheme stakeholders. 2.2 Promote better practice claims management through provision of relevant information for employees and employers to improve decision making and dispute resolution. 2.3 Educate scheme stakeholders to facilitate compliance with legislated reporting and payment obligations.
2. Maintain a scheme safety net that is able to meet its liabilities.	3. The Seacare Authority maintains a safety net fund that is able to meet its liabilities	3.1 Undertake a biennial (or more frequent if required) actuarial review of the Fund to determine an appropriate reserve target and levy rate. 3.2 Monitor potential liabilities or other factors that may reduce the Fund and ensure appropriate actions are taken in a timely manner. 3.3 Maintain an adequate level of insurance for the Fund.

## Purpose 1

Perform its statutory functions to promote healthy and safe workplaces and appropriate and timely compensation for, and rehabilitation of, injured workers covered by the Seacare scheme.

### Measure 1: The Seacare Authority promotes healthy and safe workplaces

<b>Key Activity</b>	1.1 Monitor the operation of the OHS(MI) Act and promote compliance.
<b>Success</b>	Regular and consistent reporting to the Seacare Authority on OHS(MI) Act outcomes.
<b>Target</b>	Seacare Members and scheme participants have reporting available on scheme OHS performance to allow for identification and review of trends and opportunities to promote health and safety.
<b>Source</b>	2020–21 Corporate Plan pp 8-9, 2020–21 PBS p183
<b>Performance achieved</b>	<ul style="list-style-type: none"> <li>&gt; Report tabled by AMSA at each of the Seacare Authority's regular quarterly meetings on its inspectorate role and additional matters as requested by the Seacare Authority.</li> <li>&gt; AMSA also published information relating to its inspectorate activity on the Occupational Health and Safety Inspectorate page on its website.</li> <li>&gt; Outcomes against the Seacare and AMSA OHS Plan and the Seacare Authority Performance Indicators were considered at the September 2020 and March 2021 meetings of the Seacare Authority.</li> <li>&gt; The Seacare Authority published the Seacare Scheme Data Report 2019–20, which provides OHS information, data and trends in the scheme, on its website in December 2020.</li> </ul>
<b>Analysis</b>	<ul style="list-style-type: none"> <li>&gt; Under subsection 82(c) of the OHS(MI) Act, AMSA, as the Inspectorate, has a function to provide the Seacare Authority with such information as is asked for by the Seacare Authority. AMSA undertakes this function by providing a report to the Seacare Authority at each of its regular meetings.</li> <li>&gt; The Seacare Authority Members were satisfied with the content and regularity of the reports provided by AMSA.</li> <li>&gt; In 2020–21, the Seacare Authority considered the performance information tabled at its regular meetings, which enabled the Seacare Authority to identify and agree on opportunities to promote health and safety in the scheme.</li> </ul>

<b>Key Activity</b>	1.2 Proactively engage with the jurisdiction on safety issues, including activities undertaken against the Seacare Authority/Australian Maritime Safety Authority Occupational Health and Safety Plan.
<b>Success</b>	Implementation of actions in accordance with the OHS Plan.
<b>Target</b>	Action taken in accordance with the OHS plan and otherwise as required.
<b>Source</b>	2020–21 Corporate Plan pp 8-9, 2020–21 PBS p183
<b>Performance achieved</b>	<ul style="list-style-type: none"> <li>&gt; Actions were successfully undertaken in accordance with the OHS Plan during 2020–21:</li> <li>&gt; This included the publication of the 2019–20 Seacare Scheme Data Report on the Seacare website on 19 December 2020.</li> <li>&gt; An outcomes letter to the Minister for Industrial Relations was provided following each quarterly Seacare Authority meeting, outlining scheme significant issues and meeting outcomes.</li> <li>&gt; Further information on the annual outcomes against the OHS plan can be found in this Annual Report on page 31.</li> </ul>
<b>Analysis</b>	<ul style="list-style-type: none"> <li>&gt; Annual outcomes against the 2020–21 OHS plan objectives were considered by the Seacare Authority at its meeting of 17 September 2020.</li> <li>&gt; Mid-year outcomes against the 2020–21 plan objectives were considered at the 18 March 2021 meeting of the Seacare Authority.</li> <li>&gt; During 2020–21, the Seacare Authority and AMSA worked to identify opportunities to strengthen scheme guidance and information. In doing so, the Seacare Authority has agreed to further analysis of workers compensation claims due to musculo-skeletal diseases, to be considered by the Seacare Authority at a meeting in 2021–22.</li> </ul>

<b>Key Activity</b>	1.3 Promote better practice occupational health and safety through information and guidance and other agreed cost-neutral initiatives
<b>Success</b>	Opportunities taken by the Authority to provide information and guidance to scheme participants on actions to address identified health and safety issues and priorities
<b>Target</b>	The Seacare Authority has policies and guidance which are adapted to the health and safety needs of scheme participants.
<b>Source</b>	2020–21 Corporate Plan pp 8-9, 2020–21 PBS p183
<b>Performance achieved</b>	<ul style="list-style-type: none"> <li>&gt; Information regarding the COVID-19 pandemic was made available to scheme stakeholders via the Seacare website.</li> <li>&gt; A review of the offshore chapter of the Seacare Code of Practice was completed by the Seacare Authority's Code of Practice Working group, with the Seacare Authority recommending with a revised draft offshore chapter to the Minister for Industrial Relations in May of 2021.</li> <li>&gt; The Mental Health working group considered cost-neutral means to promote the Mental Health Strategy, progressing a review of promotion options.</li> <li>&gt; A significant review of the Seacare website was undertaken in the first half of 2021, with the updated website launched in June 2021.</li> </ul>
<b>Analysis</b>	<ul style="list-style-type: none"> <li>&gt; Further information regarding the work of the Code of Practice Working Group can be found on page 16 of this report.</li> <li>&gt; The Seacare Authority's Mental Health Working Group, in considering means to promote the Strategy, have proposed the development of a social media presence for the Seacare Authority. The Seacare Authority agreed, at its meeting of 18 March 2021, to establish a social media presence following the redevelopment of its website in the second half of 2021.</li> <li>&gt; The redevelopment of the Seacare website has improved the accessibility and readability of information relating to the scheme for all scheme participants. This included providing ready access to COVID-19 resources.</li> </ul>

## Measure 2: The Seacare Authority promotes healthy and safe workplaces

<b>Key Activity</b>	2.1 Drive improvement in return to work outcomes in the scheme through collaboration with health experts, providers and scheme stakeholders.
<b>Success</b>	Improved return to work outcomes.
<b>Target</b>	Action is taken by the Seacare Authority to promote appropriate and timely rehabilitation and compensation activities.
<b>Source</b>	2020–21 Corporate Plan pp 10–11, 2020–21 PBS p184
<b>Performance achieved</b>	<ul style="list-style-type: none"> <li>&gt; Outcomes against the Seacare Authority Performance Indicators (SAPIs) were considered at the 17 September 2020 meeting of the Seacare Authority, with half year outcomes for 2020–21 considered at its meeting of 18 March 2021.</li> <li>&gt; Members also considered scheme performance information as published in the Seacare Scheme Data Report 2019–20, noting that:               <ul style="list-style-type: none"> <li>– the median lost time for serious claims had reduced from 15.9 weeks in 2018–19 to 11.7 weeks in 2019–20</li> <li>– this was consistent with performance in the 2016–17 and 2017–18 reporting periods</li> <li>– the proportion of accepted claims leading to 28 days or more of lost time reduced from approximately 77 per cent in 2018–19 to approximately 70 per cent in 2019–20.</li> </ul> </li> </ul>
<b>Analysis</b>	<ul style="list-style-type: none"> <li>&gt; Through consideration during 2020–21 of the rehabilitation and return to work outcomes for the Seacare scheme, the Seacare Authority noted the high proportion of physical injury claims which contribute to the high proportion of claims resulting in longer periods of lost time.</li> <li>&gt; Further consideration of this information has identified an area for further analysis, being claims relating to musculoskeletal diseases. The Seacare Authority will consider this at a meeting during the 2021–22 reporting year.</li> <li>&gt; The Seacare Authority was also made aware of delayed rehabilitation and compensation activities from employers, through performance reporting and via the Seacare Helpdesk.</li> <li>&gt; Where this occurred, the Seacare Authority contacted employers to reiterate the obligations under the legislation and the advantages of better practice claims and injury management.</li> <li>&gt; The 2020–21 full year SAPI outcomes will be considered at the 9 September 2021 meeting of the Seacare Authority.</li> </ul>

<b>Key Activity</b>	2.2 Promote better practice claims management through provision of relevant information for employees and employers to improve decision making and dispute resolution.
<b>Success</b>	Guidance material on claims management available to all scheme stakeholders, and scheme guidance is assessed as being easily accessible, up to date and appropriate.
<b>Target</b>	Feedback indicates that scheme stakeholders are, on average, satisfied with the availability, currency and content of guidance on claims management
<b>Source</b>	2020–21 Corporate Plan pp 10-11, 2020–21 PBS p184
<b>Performance achieved</b>	<ul style="list-style-type: none"> <li>&gt; Consultation on the revised factors of exemption under s20A of the Seafarers Act was undertaken from 21 September to 23 November 2020.</li> <li>&gt; The Exemptions Working group considered the outcomes of this consultation, providing recommendations for consideration at the 18 March 2020 meeting of the Seacare Authority. The Seacare Authority endorsed the revised factors and guidelines – these were finalised for implementation from 1 July 2021.</li> <li>&gt; A survey of Seacare website users was undertaken in November 2020 to inform the redevelopment of the Seacare website.</li> <li>&gt; The redeveloped Seacare website was launched in June 2021. The majority of feedback received from website users on the redeveloped website was positive and noted an improved user experience.</li> </ul>
<b>Analysis</b>	<ul style="list-style-type: none"> <li>&gt; Work on the review of the Seacare website continued through the first half of 2021, resulting in a significant revision of content to ensure accessibility and relevance of information. Feedback from website users on the beta website was strongly positive, with the revised website being launched in June of 2021.</li> <li>&gt; Further information on the review of the factors of exemption can be found at page 3 of this report.</li> </ul>



<b>Key Activity</b>	2.3 Educate scheme stakeholders to facilitate compliance with legislated reporting and payment obligations.
<b>Success</b>	Employer compliance with reporting and payment obligations under the Seafarers Act and Levy Collection Act
<b>Target</b>	Employer reporting and payment obligations under the Seafarers Act and Levy Collection Act provided within required timeframes.
<b>Source</b>	2020–21 Corporate Plan p 10–11, 2020–21 PBS p184
<b>Performance achieved</b>	<ul style="list-style-type: none"> <li>&gt; In 2020–21, the employer compliance rate was 92 per cent (target of 100 per cent). This compares to:               <ul style="list-style-type: none"> <li>– 2019–20 – 83 per cent compliance</li> <li>– 2018–19 – 88 per cent compliance.</li> </ul> </li> <li>&gt; The Seacare Authority also wrote to five potential employers under the Seacare scheme noting that their operations appear to bring them within the scope of the scheme – engagement is ongoing with these entities.</li> </ul>
<b>Analysis</b>	<ul style="list-style-type: none"> <li>&gt; The Seacare Authority monitors compliance with reporting and payment obligations at each of its meetings.</li> <li>&gt; The Seacare Authority has Notice and Compliance Procedures which set out the steps the Seacare Authority will follow where there is non-compliance, including referral to the Commonwealth Director of Public Prosecutions (CDPP).</li> <li>&gt; Under these procedures, the Chairperson has written to those employers regarding their failure to meet their obligations. All non-compliant employers subsequently met their reporting and payment obligations, with no instances of further compliance action required.</li> <li>&gt; No employer was referred to the CDPP in 2020–21.</li> </ul>

## Analysis

In 2020–21, the Seacare Authority executed its delivery strategies successfully to perform its statutory functions. This included monitoring the operation of the OHS(MI) Act and monitoring the inspectorate functions which are conferred on AMSA under that Act. Over the same period, the Seacare Authority also monitored the operation and success of the OHS Plan and its actions.

In order to promote healthy and safe workplaces, the Seacare Authority also collected, interpreted and reported on information from various sources to identify trends relating to occupational health and safety and workers' compensation matters under the Seacare scheme. This information was provided via the Seacare website and directly to relevant bodies and scheme participants to raise awareness of scheme level trends and issues. Information and links to resources relating to the COVID-19 pandemic were made available via the Seacare website.

The Seacare Authority continued to undertake a review of guidance on coverage under the Seacare scheme, published on its website, to better enable employers to assess whether their operations fall within the scope of the Seacare scheme. A review and update of the Seacare website further enhanced information available to key stakeholders and ensures accessibility of that information.

The Seacare Authority worked closely with and educated scheme stakeholders over the reporting period to facilitate compliance with legislated reporting obligations and promote better practice claims management. The preliminary outcomes of this are showing an improvement in overall compliance with reporting obligations, with the full year results to be considered at the 9 September 2021 meeting.

## Purpose 2

Maintain a scheme safety net that is able to meet its liabilities.

### Measure 3: The target reserves of assets is appropriate to meet the Fund's liabilities and external factors

<b>Key Activity</b>	3.1 Undertake a biennial (or more frequent if required) actuarial review of the Fund to determine an appropriate reserve target and levy rate.
<b>Success</b>	The viability of the Fund is maintained in a changing industry environment.
<b>Target</b>	The Fund maintains an appropriate reserve in line with recommended target.
<b>Source</b>	2020–21 Corporate Plan p9, 2020–21 PBS p184
<b>Performance achieved</b>	<p>Significant pressure has been placed on the Fund as a result of current claim liabilities:</p> <ul style="list-style-type: none"> <li>– the cash position of the Fund at 30 June 2021 was \$1,311,135</li> <li>– this did not meet the target cash reserve of \$2,043,000 as at 30 June 2021.</li> </ul>
<b>Analysis</b>	<ul style="list-style-type: none"> <li>&gt; The Seacare Authority has developed and taken actions against a plan to address these financial pressures. This includes: <ul style="list-style-type: none"> <li>– progressing work to identify employers and vessels that may fall under the scope of the Seacare scheme</li> <li>– undertaking steps to successfully obtain payment of arrears of levy</li> <li>– proceeding with requests to Comcare for repayment of past service fees, with resultant repayments made</li> <li>– ensuring these pressures are reflected in the Seacare Authority's strategic risk register.</li> </ul> </li> <li>&gt; The biennial actuarial assessment of the Fund due in the 2020–21 financial year was undertaken in May and June of 2021.</li> <li>&gt; The Seacare Authority considered the draft outcomes of the biennial actuarial review at its meeting of 10 June 2021, including recommendations on the target cash reserve for the Fund and the levy rate required to maintain a strong financial position for the Fund. The Seacare Authority agreed at this meeting to consider the outcomes of the final review report, along with the levy rate, at its meeting of 25 November 2021.</li> </ul>

<b>Key Activity</b>	3.2 Monitor potential liabilities or other factors that may reduce the Fund and ensure appropriate actions are taken in a timely manner.
<b>Success</b>	The Fund's target reserve is and will continue to be met.
<b>Target</b>	There is an appropriate pool of levy payers and the Fund maintains an appropriate reserve target.
<b>Source</b>	2020–21 Corporate Plan pp 12-13, 2020–21 PBS p184
<b>Performance achieved</b>	<ul style="list-style-type: none"> <li>&gt; As at 30 June 2021, the cash position of the Fund was \$1,311,135. This is a significant improvement on the cash position as at 30 June 2020 of \$794,883.</li> <li>&gt; This did not, however, meet the target cash reserve of \$2,043,000.</li> <li>&gt; The Seacare Authority undertook actions against a plan to ensure that there is an appropriate pool of levy payers, including: <ul style="list-style-type: none"> <li>– correspondence with the Minister for Industrial relations, with regards to the Ministerial Direction relating to exemptions due to cheaper insurance</li> <li>– progressing work to identify employers and vessels that may fall under the scope of the Seacare scheme.</li> </ul> </li> </ul>
<b>Analysis</b>	<ul style="list-style-type: none"> <li>&gt; The Seacare Authority undertook the biennial evaluation of the Fund in May and June of 2021 – the draft review report was considered by the Seacare Authority at its meeting of 10 June 2021, including a revised target cash reserve and the levy rates required to maintain the financial viability of the Fund.</li> <li>&gt; The Seacare Authority agreed to reconsider the levy rate at its November 2021 meeting.</li> <li>&gt; The uncertainty of coverage provisions under the Seacare scheme make the identification of those who ought to be paying a levy problematic. This in turn impacts on the ability to achieve an 'appropriate pool of levy payers. Noting this, the Seacare Authority agreed to revise the target for this measure for the 2021–22 reporting year.</li> <li>&gt; The revised target will be published in the Seacare Authority's 2021–22 Corporate Plan on the Seacare Authority's website.</li> <li>&gt; See also page 34 for further discussion on the Fund.</li> </ul>

<b>Key Activity</b>	3.3 Maintain an adequate level of insurance for the Fund.
<b>Success</b>	Insurance effected in accordance with the Seafarers Act and on terms necessary to provide optimal protection to the assets of the Fund
<b>Target</b>	Insurance effected in accordance with the Seafarers Act and at a level and on terms necessary to provide optimal protection to the assets of the Fund
<b>Source</b>	2020–21 Corporate Plan pp 12-13, 2020–21 PBS p184
<b>Performance achieved</b>	> Appropriate reinsurance for the Fund was in place for the entirety of the 2020–21 financial year.
<b>Analysis</b>	<ul style="list-style-type: none"> <li>&gt; The cost of insurance for the Fund rose again in the 2020–21 financial year: <ul style="list-style-type: none"> <li>– 2020–21: \$98,477.50 (inc GST)</li> <li>– 2019–20: \$89,584.00 (inc GST)</li> <li>– 2018–19: \$49,203.00 (inc GST)</li> </ul> </li> <li>&gt; While the increase in the cost of the premium for the 2020–21 year was less than that of the previous year, this was generally reflective of the claims experience of the Fund and the ongoing pressure in the insurance market.</li> <li>&gt; See page 36 for further discussion on the Fund.</li> </ul>

## Analysis

In the 2020–21 reporting year, the Seacare Authority executed its delivery strategies to ensure the scheme safety net could meet its liabilities. This included regular monitoring and reviewing of the financial position of the Fund and maintaining appropriate insurance for the Fund.

## Performance against the Seacare Authority/AMSA OHS Plan 2019–2022

The Seacare Authority and AMSA have a joint OHS Plan 2019–2022. Under this plan, the agencies are required to develop a joint annual OHS Plan to cover priorities and programs for OHS awareness and education, OHS prevention and compliance. The agreed priorities and activities completed against them are set out below.

Table 3: 2020–21 OHS priorities

1. Seacare scheme guidance and educational tools are relevant, current and targeted	
Identified priority	Activities completed against this priority in 2020–21
Review of publications in line with review cycle	<ul style="list-style-type: none"> <li>&gt; The Seacare Authority undertook reviews of the following publications during 2020–21:               <ul style="list-style-type: none"> <li>– The revised section 20A Exemption guidelines and form were endorsed by the Seacare Authority at its meeting of 18 March 2021.</li> <li>– The redeveloped Seacare website was launched in June of 2021, improving usability and access to relevant information for website users.</li> <li>– Published information relating to OHS was revised as part of the website redevelopment.</li> </ul> </li> <li>&gt; The review cycle will be considered in line with a review of the OHS Plan during 2021–22.</li> </ul>
Consider the development of guidance material, based on any identified trends in data	<ul style="list-style-type: none"> <li>&gt; AMSA ran a seafarer welfare campaign between 23 June to 17 December 2020 aiming to share guidance and resources available to seafarers on mental health.               <ul style="list-style-type: none"> <li>– A campaign page was developed on the AMSA website to host the information.</li> <li>– Social media was a big part of the campaign and 6 themed posts were developed and continue to be circulated.</li> </ul> </li> <li>&gt; A webinar focusing on understanding the impact of COVID-19 on seafarer’s mental health was held by AMSA on 10 December 2020, with 52 in attendance.</li> <li>&gt; At its November 2020 meeting, the Seacare Authority identified Musculo-skeletal diseases as a potential area for further analysis in 2021.</li> </ul>
Disseminate publications developed by AMSA where appropriate and relevant to the Seacare scheme	<ul style="list-style-type: none"> <li>&gt; AMSA have published and continue to maintain information resources relating to the COVID-19 pandemic and the maritime industry on its website.</li> <li>&gt; The Seacare Authority provides a link to these resources from its website.</li> <li>&gt; The following issues of the Maritime Safety Awareness Bulletin have been published on <a href="http://www.amsa.gov.au">www.amsa.gov.au</a>:               <ul style="list-style-type: none"> <li>– Issue 12 published on 15 September 2020</li> <li>– Issue 13 published on 16 March 2021</li> </ul> </li> <li>&gt; The AMSA Update (previously Domestic Vessels e-News) are also published on the AMSA website.</li> </ul>

## 2. Promote Code of Practice for Health and Safety in Shipboard Work including Offshore Support Vessels (Code of Practice)

Identified priority	Activities completed against this priority in 2020–21
Conduct a review of the Code of Practice.	<ul style="list-style-type: none"> <li>&gt; The Seacare Authority opened feedback on the Code of Practice – this feedback was tabled at the 28 November 2019 meeting.</li> <li>&gt; A working group to review the feedback on the Code of Practice was formed in December 2019, with a subject matter expert engaged to assist with the revision of the offshore chapter.</li> <li>&gt; The working group proposed amendments to the offshore chapter that were considered by the Seacare Authority at its 18 March 2021 meeting.</li> <li>&gt; The Seacare Authority recommended the proposed amendments to the Attorney-General on 13 May 2021 – work to assess and implement any agreed changes will continue through the 2021–22 period.</li> </ul>

## 3. Publish and disseminate scheme OHS statistics and performance results

Identified priority	Activities completed against this priority in 2020–21
Publication of the Seacare Scheme Data Publication.	<ul style="list-style-type: none"> <li>&gt; The 2019–20 Seacare Scheme Data Report was published on 18 December 2020.</li> </ul>

## 4. Undertake workshops on identified topics and an Awards program to promote best practice in the maritime industry.

Identified priority	Activities completed against this priority in 2020–21
Workshops on mental health	<ul style="list-style-type: none"> <li>&gt; The Seacare Authority agreed at its meeting of 26 November 2020 to not proceed with a workshop in 2020–21, instead undertaking work to promote best practice in the maritime industry such as progressing the Seacare Authority Mental Health Strategy.</li> </ul>
Awards program	<ul style="list-style-type: none"> <li>&gt; The Seacare Authority considered the undertaking of an awards program at its meeting of 26 November 2020 and agreed that any such program would not take place.</li> <li>&gt; As an alternative, the Seacare Authority agreed to consider work being undertaken by the Heads of Workplace Safety Authorities on the development of a digital psychosocial tool, 'People at Work'. This is a free risk-assessment tool, providing an opportunity to promote mental health resources and stimulate interest among scheme stakeholders.</li> </ul>

## 5. Promote the importance of Health and Safety Representatives (HSRs) in the maritime industry

Identified priority	Activities completed against this priority in 2020–21
Promote the Seacare Authority's HSR portal as a tool for communicating with HSRs	<ul style="list-style-type: none"> <li>&gt; A review of the HSR portal was undertaken as part of the overall review of the Seacare Authority website.</li> <li>&gt; The revised website, along with the revised HSR information, was launched in June 2021.</li> </ul>

## 6. Accredite and monitor HSR training courses

Identified priority	Activities completed against this priority in 2020–21
Reaccreditation of Ferriby, Industrial Foundation for Accident Prevention (IFAP) training courses	<ul style="list-style-type: none"> <li>&gt; The Seacare Authority agreed to the accreditation panel at its meeting of 26 November 2020.</li> <li>&gt; Following recommendations from the panel to its meeting of 18 March 2021, the Seacare Authority agreed to reaccredit the HSR training course delivered by Australian Maritime Safety Consultants Pty Ltd for a further three years.</li> </ul>

## 7. Compliance with OHS(MI) Act reporting requirements

Identified priority	Activities completed against this priority in 2020–21
AMSA reports satisfaction with employer compliance with reporting requirements	<ul style="list-style-type: none"> <li>&gt; AMSA conducted 120 FSC inspections between 1 July 2020 and 30 June 2021. During these inspections, 17 OHS related deficiencies were identified relating to shipboard operations.</li> </ul>
Promotion of compliance requirements as needed	<ul style="list-style-type: none"> <li>&gt; AMSA's website contains up to date information on OHS obligations including reporting under the OHS(MI) Act.</li> <li>&gt; The Occupational Health and Safety Inspectorate website page was last updated in January 2021 with a minor change.</li> </ul>

## 8. Advise the Minister on effective means of giving effect to the objects of the Act

Identified priority	Activities completed against this priority in 2020–21
Monitor legislation and advise the Minister of any issues which may require legislative reform.	<ul style="list-style-type: none"> <li>&gt; An outcomes letter to the Minister is provided following each Seacare Authority meeting, outlining scheme significant matters and other items of relevance to this item.</li> <li>&gt; The Chairperson wrote to the Minister in May 2020 to recommend amendments to the offshore chapter of the Seacare Code of Practice.</li> </ul>



## Discussion and analysis of the financial performance

### Seafarers Safety Net Fund

Scheme sustainability continues to be a key priority for the Seacare Authority.

While the Fund did not hold sufficient assets to meet the target reserve of \$2,043,000 as at 30 June 2021, its financial position was significantly improved on that of 12 months prior. The Fund's net asset position was \$859, 648 and the cash position was \$1,311,135 as at 30 June 2021.

A biennial actuarial assessment of the Fund was undertaken in May and June of 2021, with the draft outcomes considered by the Seacare Authority at its meeting of 10 June 2021. Members agreed at this meeting to consider the Actuary's recommendations in relation to the target cash reserve and the levy rate at its 25 November 2021 meeting.

Insurance was in place for the Fund at all times during the 2020–21 financial year as required under section 102 of the Seafarers Act. The insurance was held with an authorised insurer for any amount of the Seacare Authority's liability under the Seafarers Act that exceeds \$1 million for a single event which results in an injury to one or more seafarers.

The Seacare Authority has been able to negotiate insurance for the Fund to 31 March 2022, however this was at a significantly higher cost than the 2020–21 premium. The Seacare Authority has escalated this issue and its associated risks to the Attorney-General's Department and the Minister for Industrial Relations and continues to work with the Attorney-General's department on mitigation strategies.

Details on the income and costs associated with the Fund are detailed in the audited financial statements (Appendix 1).

### Levy collection

Employers in the scheme are required to report berths numbers, and pay levy berths, on a quarterly basis. The Seafarers Rehabilitation and Compensation Regulations came into force in 2002, prescribing a levy rate of \$53 per berth. In the 2002–03 financial year, 21 employers paid a total of \$293,461 in levies, with an average 1438 berths reported per quarter. In 2020–21, \$274,215 was collected in levies from Seacare scheme employers, including levies paid in arrears from prior periods. Levy collection results for the last five years are set out in Table 4.

Table 4: Levy collection summary

	Number of employers paying levy	Average berths per quarter declared by employers	Levy rate	Levy payable
2016–17	27	1619	\$15	\$97,140
2017–18	27	1914	\$15	\$114,855
2018–19	27	1533	\$25	\$153,300
2019–20	26	1321	\$50*	\$229,550
2020–21	25	1235	\$50	\$274,215**

\*The levy rate was increased to \$50 per berth from 1 October 2019

\*\*Levies paid in 2020–21 include payment of levies in arrears from previous periods

### Exemption from payment of levies

Under section 20A of the Seafarers Act, the Seacare Authority may exempt employment from the application of the Seafarers Act. Schedule 2 of the Seafarers Rehabilitation and Compensation and *Other Legislation Amendment Act 2015* amends section 20A so that an exemption under this section also applies to the Levy Act 1 and the Levy Collection Act.

The Levy Collection Act requires an employer to keep a register of berths on prescribed ships that are operating on the first day of each quarter. If an exemption is in force on first day of the quarter, there is no requirement for berths to be reported and no levy is payable.

## Performance of statutory functions

### Providing advice to the Minister

The Seacare Authority provides advice to the Minister on its powers and functions regarding scheme legislation and on matters including compensation, rehabilitation, the making of OHS regulations and approval of codes of practice, as well as on the management of the Fund.

The Seacare Authority, through its Chairperson, maintains regular communication with the Minister on outcomes arising from its work and according to resolutions made at its meetings. During 2020–21, the Chairperson advised the Minister on matters including:

- > the operation of the scheme, including scheme performance, coverage, and the availability of employer insurance
- > the management and operation of the Fund, including reinsurance for the Fund
- > the Seacare Authority governance arrangements
- > the reissue of the 2 exemptions by own motions
- > recommendations for change to the Code of Practice

### Insurance arrangements

Under section 93 of the Seafarers Act, an employer must have a policy of insurance from an authorised insurer or be a member of a protection and indemnity association (P&I Club) that is a member of the International Group of Protection and Indemnity Associations and is approved in writing by the Seacare Authority. Section 93 requires that each employer is insured or indemnified for the full amount of their liability under the Seafarers Act for all seafarers employed.

Under sections 94 and 95 of the Seafarers Act an employer is required to provide the Seacare Authority with information relating to its insurance coverage within 14 days of being issued with, or renewing, a policy of insurance or indemnity. During 2020–21, the Seacare Authority monitored compliance with section 94 of the Seafarers Act and ensured that employers' insurance arrangements were recorded in the Seacare Authority's online reporting system, Seacare Online.

Based on the information provided by employers, there were five insurers providing workers' compensation policies under the Seafarers Act. Details on the insurers providing cover under the Seafarers Act are available from the Seacare website.

Accreditation of health and safety representative training courses

Health and Safety Representatives (HSRs), to perform their responsibilities under the OHS(MI) Act, must undertake an accredited HSR training course. The Seacare Authority is responsible for accrediting these training courses to ensure they meet the highest national standards.

For 2020–21, there were three accredited HSR training courses:

<b>Australian Maritime Safety Consultants</b> (accredited until 20 May 2024)
<b>Ferriby Group of Companies (Australia) Pty Ltd</b> (accredited until 16 August 2021)
<b>Industrial Foundation for Accident Prevention</b> (accredited until 30 September 2021)

Table 5 summarises the training delivered over the last 5 years. This shows a decrease in the number of courses delivered in 2020–21 and the number of seafarers undertaking accredited HSR training, which is consistent with the downward trend over time. This is not unexpected, given the overall reduction in the size of the Seacare scheme over the same period and the considerable constraints resulting from the COVID-19 pandemic. In particular, impacts of the various lockdowns, border restrictions, and restrictions on outside personnel from attending training premises have severely impacted on the delivery of training under the Seacare scheme.

Ongoing impacts may necessitate a shift away from face-to-face delivery and the production of relevant training courses that can be delivered remotely and/or online. The Seacare Authority will consider this during 2021–22.

Table 5: Accredited health and safety representative training courses

	2016–17	2017–18	2018–19	2019–20	2020–21
Courses delivered	11	5	10	4	3
Completions	142	51	74	23	3

Source: Providers of Seacare scheme accredited HSR training courses

## Performance of statutory functions under delegation

The Seacare Authority has a variety of statutory functions. As it has no staff or resources of its own, and as provided for under section 125(1) of the Seafarers Act, the Seacare Authority delegated some of its powers and functions to Comcare staff to undertake on its behalf.

## Exemptions under section 20A of the Seafarers Act

An employer may apply to the Seacare Authority under section 20A for an exemption from the application of the Seafarers Act with respect to a particular employee, group of employees, or employment on a particular ship. The Seacare Authority has guidelines that describe the procedure for, and the circumstances under which it will consider, granting an exemption.

In 2020–21, the Seacare Authority granted 60 exemptions for 10 employers in relation to 45 vessels, in accordance with its exemption guidelines.

Appendix 2 provides a list of the exemptions granted between 1 July 2020 and 30 June 2021.

## Collection and use of data

Consistent with its functions and powers under both the Seafarers Act and the OHS(MI) Act and supporting legislation, the Seacare Authority collects data from employers through the following sources:

- > employee and ship details surveys, which provides data in relation to employee numbers, ship information and the calculation of full-time equivalent (FTE) employees
- > claim determination reports and claim updates for the number of claims lodged and compensation paid against all active claims
- > berth and levy reports against the Fund
- > insurance policies.

The collected data is used to monitor compliance with employer obligations as well as to assist the Seacare Authority to monitor and report on the operation of the scheme through analysis against scheme level performance indicators and trends.

In 2020–21 the Seacare Authority published the 2019–20 Seacare Scheme Data Report, available on the Seacare website, which presents a comprehensive scheme level report on OHS, workers' compensation and return to work statistics and data to complement the 2019–20 Annual Report. The Seacare Authority will publish the 2020–21 Scheme Data Report in late 2021 to complement the 2020–21 Annual Report.

## Annual occupational health and safety report

AMSA performs the OHS inspectorate function under the OHS(MI) Act. Its responsibilities are to:

- > ensure compliance with the requirement to report serious personal injuries, deaths, dangerous occurrences and other obligations under the OHS(MI) Act and Regulations
- > advise operators, employees or contractors on OHS matters
- > provide the Seacare Authority with information.

Together with the Seacare Authority, AMSA works toward promoting the health, safety and welfare of seafarers under the OHS(MI) Act.

The Seacare Authority is required, under section 114 of the OHS(MI) Act, to prepare a report as soon as practicable after each 30 June, on the operation of that Act and the Regulations during the year ending on that date. The requirements for this report are set out under subsection 111(2) of the OHS(MI) Act. The report is set out at Table 6 below.

Table 6: Annual OHS report

	2016–17	2017–18	2018–19	2019–20	2020–21
Incidents reported (s107)					
Deaths	0	0	0	0	0
Serious personal injuries	22	16	5	17	5
Dangerous occurrences notified	8	0	4	6	2
<b>TOTAL</b>	<b>30</b>	<b>16</b>	<b>9</b>	<b>23</b>	<b>7</b>
Investigations (s87) <sup>7</sup>					
<b>TOTAL</b>	<b>79</b>	<b>70</b>	<b>69</b>	<b>59</b>	<b>110</b>

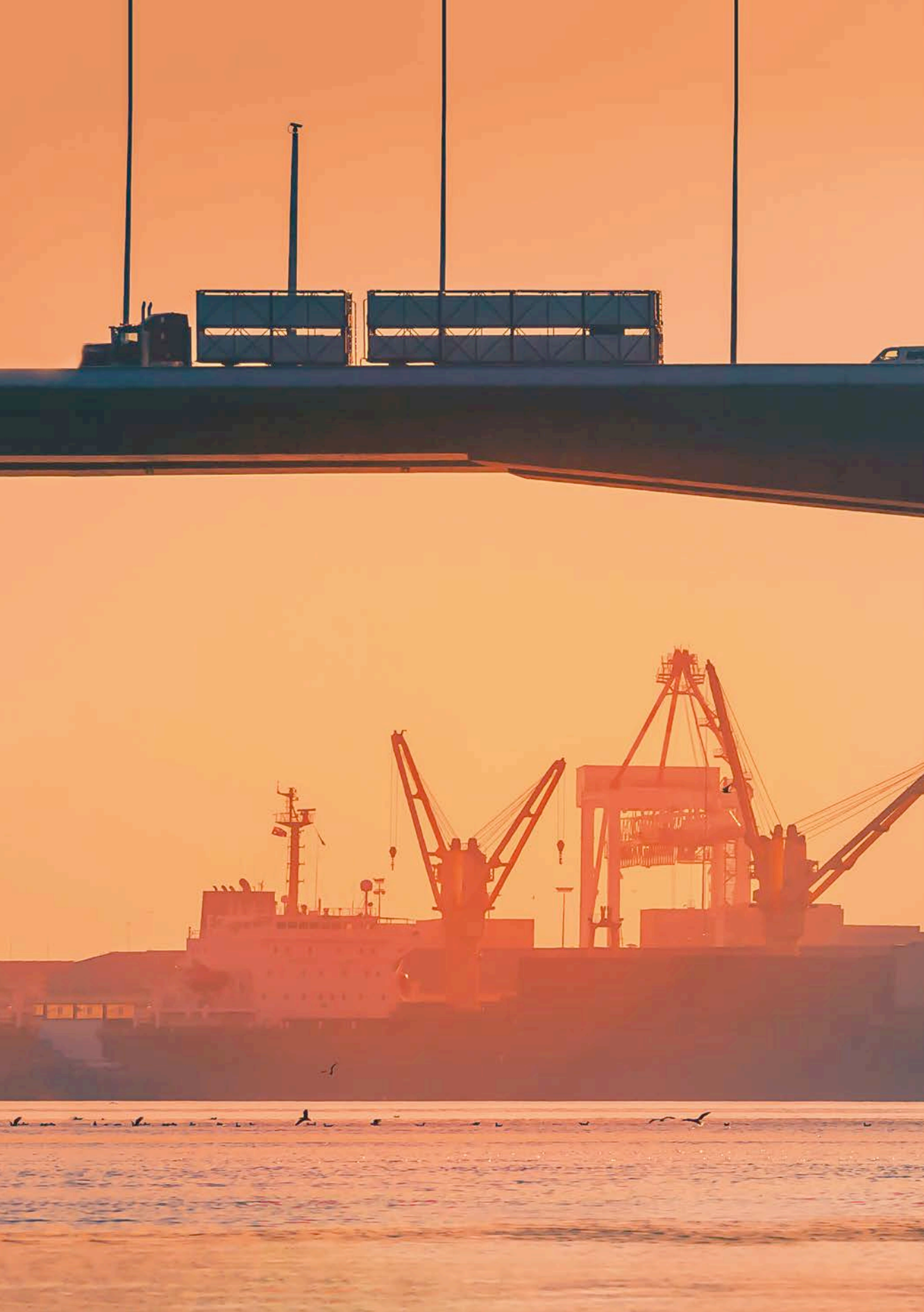
<sup>7</sup> This is a combination of both OHS(MI) and flag State control inspections as a result of the Maritime Labour Convention, 2006 (MLC) entering into force. MLC entered into force in 2013 – earlier than the earliest reporting period.


	2016–17	2017–18	2018–19	2019–20	2020–21
Notices Issued					
Prohibition Notices s 93	0	0	0	0	1
Deficiencies (including Improvement Notices s 98) <sup>8</sup>	24	35	36	13	22
<b>TOTAL</b>	<b>24</b>	<b>35</b>	<b>36</b>	<b>13</b>	<b>23</b>
Prosecutions (s116)					
Commenced	0	0	0	0	0
Completed	0	0	0	0	0
Other					
Marine Notices/Orders relevant to OHS	0	1	0	3	2
AMSA staff appointed as OHS inspectors s 84	55	49	56	51	54
Taking possession of plant, substances or things s 91	0	0	0	0	0
Directions given s 92	0	0	0	0	0
Appeals instituted against inspectors' decision s 100	0	0	0	0	0

During 2020–21, there was a decrease in the number of incidents reported under the OHS(MI) Act, in particular for Serious Personal Injuries and Dangerous Occurrences. The overall number of inspections undertaken in 2020–21 was significantly higher than the number conducted during 2019–20, and the number of notices issued for deficiencies was also higher than the 2019–20 reporting year.

<sup>8</sup> When conducting a flag State control inspection, surveyors investigate OHS matters under the MLC (Reg 4.3). As such deficiencies may be issued under the *Navigation Act 2012*.





The background image is a photograph of a port at sunset. A large cargo ship is docked at a pier, with several large gantry cranes positioned along its length. In the background, a bridge with multiple support pillars spans the water. The sky is a mix of orange, yellow, and blue. A semi-transparent dark blue triangle is overlaid on the right side of the image, containing the chapter title. A small figure of a person in a red hard hat is visible on the pier in the lower right corner.

# CHAPTER 3:

## MANAGEMENT AND ACCOUNTABILITY

The Seacare Authority is an independent statutory authority comprising a Chairperson and Members and is supported by a secretariat. In 2020–21 the Seacare Authority was bound by the *Public Governance, Performance and Accountability Act 2013*.

## Risk management

In 2020–21, the Seacare Authority had a Strategic Risk Register in place. It was reviewed throughout the year as part of the Seacare Authority's governance arrangements to ensure it was current and the Seacare Authority took action to address these risks as they arose.

## Fraud control

The Seacare Authority is committed to complying with the Commonwealth Fraud Control Framework 2014, in particular section 10 of the *Public Governance, Performance and Accountability Rule 2014* to minimise the incidence of fraud.

The Chairperson, as the Accountable Authority, certifies that the Seacare Authority:

- > prepares fraud risk assessments and fraud control plans
- > has in place appropriate mechanisms for preventing, detecting incidents of, investigating or otherwise dealing with, and recording or reporting fraud that meets its specific needs
- > takes all reasonable measures to deal appropriately with fraud relating to the Seacare Authority.

## Audit and Risk Committee

The Seacare Authority and Comcare have established the Comcare and Seacare Authority Audit and Risk Committee (ARC) in accordance with section 45 of the PGPA Act as a joint Comcare/Seacare Authority committee. The Chairperson and Accountable Authority of the Seacare Authority has delegated PGPA Act section 45 and PGPA Rule 17 audit committee powers, functions and duties to the Comcare Chief Executive Officer.

The Chairperson attended the following meetings of the ARC to assist the ARC to provide guidance and support to the Seacare Authority, and to the Chairperson as Accountable Authority:

- > 2020 – 20 August 2020, 18 September 2020
- > 2021 – 18 February 2021, 21 May 2021

The Charter for the ARC is published on Comcare's website, and is available via the following link: <https://www.comcare.gov.au/about/forms-publications/documents/publications/corporate-publications/audit-and-risk-committee-charter.pdf>

More information about the ARC can be found in the Comcare Annual Report 2020–21, including:

- > the name of each member of the ARC
- > the qualifications, knowledge, skills or experience of each member of the ARC
- > information about the meeting attendance of each member of the ARC
- > the remuneration of each member of the ARC.

## External scrutiny

There were no reports by the Auditor-General on the operations of the Seacare Authority, other than the report on the annual financial statements set out at Appendix 1.

There were no reports on the operations of the Seacare Authority conducted by a Parliamentary Committee or the Commonwealth Ombudsman in 2020–21.

## Freedom of information

Agencies subject to the *Freedom of Information Act 1982* (FOI Act) are required to publish information as part of the Information Publication Scheme (IPS). This requirement is in Part II of the FOI Act and has replaced the former requirement to publish a section 8 statement in an annual report. Each agency must display on its website a plan showing what information it publishes in accordance with the IPS requirements. The Seacare Authority's Agency Plan and other categories of information specified by the IPS are available at [www.seacare.gov.au](http://www.seacare.gov.au) via the Access to Information logo on the bottom of the homepage.

## Multicultural access and equity

Data on culturally and linguistically diverse (CALD) Australians was collected through monitoring of helpdesk enquiries received. This data indicates that, of the 126 helpdesk enquiries received during 2020–21, none were noted to be from CALD Australians.

The Department of Social Services reports on access and equity activities on an annual basis under the Australian Government's Multicultural Access and Equity Policy. Given the operational circumstances of the Seacare Authority, in particular that Comcare provides resourcing so that the Seacare Authority may undertake its statutory duties, the Seacare Authority does not provide inputs to the annual Multicultural Access and Equity report.

## Disability reporting

Since 1994, non-corporate Commonwealth entities have reported on their performance as policy adviser, purchaser, employer, regulator and provider under the Commonwealth Disability Strategy. In 2007–08, reporting on the employer role was transferred to the Australian Public Service Commission’s State of the Service reports and the APS Statistical Bulletin. These reports are available at [www.apsc.gov.au](http://www.apsc.gov.au). From 2010–11, entities have no longer been required to report on these functions.

The Commonwealth Disability Strategy was overtaken by the National Disability Strategy 2010–2020, which set out a 10-year national policy framework to improve the lives of people with disability, promote participation and create a more inclusive society. Information about the National Disability Strategy can be found online at [www.dss.gov.au](http://www.dss.gov.au).

The Department of Social Services is currently developing a new National Disability Strategy, due for release in the second half of 2021. More information on the revised strategy, including the Stage 2 consultations, is available on [www.dss.gov.au](http://www.dss.gov.au) in a variety of formats including Auslan, Easy Read, Braille and language translations.

## Advertising and market research

No advertising campaigns were undertaken in the period.

## Service provision, consultancy and non-consultancy arrangements

### Service Provision

Comcare supports the Seacare Authority with procurement activities. Comcare’s policies and procedures are used when selecting and engaging consultants. Comcare has procurement arrangements that supports small business participation in the Commonwealth Government procurement market. Small and Medium enterprises (SME) and Small Enterprise participation statistics are available on the Department of Finance’s website. Comcare’s procurement arrangements also support Indigenous businesses and disability enterprises. More information on these policies and procedures is provided in the Comcare Annual Report 2020–21.

## Consultancy arrangements

There were no ongoing consultancy contracts active during 2020–21.

During 2021, no new reportable consultancy contracts were entered into involving total actual expenditure of \$0. In addition, no ongoing reportable consultancy contracts were active during the period, involving total actual expenditure of \$0.

Annual reports contain information about actual expenditure on contracts for consultancies. Information on the value of contracts and consultancies is available on the AusTender website.

## Non-consultancy arrangements

A total of 2 new reportable non-consultancy contracts were entered into during the period. The total actual expenditure on such contracts was 123,777.50 (inclusive of GST). One of these contracts is an ongoing contract for which payment will be made in the 2021–22 financial year.

There were no ongoing reportable non-consultancy contracts that were entered into during a previous reporting period; there was zero total actual expenditure in the reporting period on those ongoing contracts (inclusive of GST).

Reportable non-consultancy contracts 2020–21	Number	Expenditure \$
New contracts entered into during the reporting period	2	\$123,777.50
Ongoing contracts entered into during a previous reporting period	0	\$0
Total	2	\$123,777.50
Organisations receiving a share of reportable non-consultancy contract expenditure 2020–21		Expenditure \$
AON Risk Services Australia Ltd		\$98,477.50
Taylor Fry Pty Ltd		\$25,300.00*

\*payment to be made in 2021–22

Annual reports contain information about actual expenditure on reportable non-consultancy contracts. Information on the value of reportable non-consultancy contracts is available on the AusTender website.



## Report on legal services expenditure

Paragraph 11.1(ba) of the Legal Services Directions 2005, issued by the Attorney-General under the *Judiciary Act 1903*, requires chief executives of agencies subject to the *Public Governance, Performance and Accountability Act 2013* (PGPA Act) to ensure that their agency's legal services purchasing, including expenditure, is appropriately recorded and monitored. The provision also requires that, by 30 October each year, the agencies make publicly available records of the legal services expenditure for the previous financial year.

Legal services expenditure 1 July 2020–30 June 2021

Total external legal services expenditure – Nil

Total internal legal services expenditure – Nil

Total legal services expenditure – Nil

Internal legal services for the Seacare Authority is provided by Comcare, a corporate Commonwealth entity under the PGPA Act, pursuant to section 72A of the SRC Act. More information about the legal service expenditure incurred by Comcare can be found in the Comcare Annual Report 2020–21.

## Corporate governance reported in Comcare annual report

As the Seacare Authority has no staff or assets of its own, the following annual reporting requirements relating to the Seacare Authority are detailed in the Comcare Annual Report 2020–21:

- > corporate governance
- > management of human resources
- > procurement initiatives to support small business
- > purchasing
- > asset management
- > advertising and market research
- > work health and safety information as per the *Work Health and Safety Act 2011*
- > ecologically sustainable development and environmental performance.

The Comcare Annual Report 2020–21 is available at [www.comcare.gov.au](http://www.comcare.gov.au).



## Executive remuneration

The Seacare Authority had the following Key Management Personnel (KMP) during the 2020–21 financial year.

Name	Position	Term as KMP
Barry Sherriff	Chairperson	Full year

Remuneration of the Chairperson of the Seacare Authority is in accordance with annual fees listed in the Remuneration Tribunal (Remuneration and Allowances for Holders of Part-Time Public Office) Determination 2019.

The Chairperson of the Seacare Authority received remuneration totalling \$57,834 for the financial year 2019–20. No other executive remuneration tables have been included as they are not applicable to the Seacare Authority.

Short term benefits					Post employment benefits	Other long term benefits		Termination benefits	Total remuneration
Name	Position title	Base salary	Bonuses	Other benefits and allowances	Superannuation contributions	Long service leave	Other long term benefits		
Barry Sherriff	Chairperson	-	-	\$57,834	-	-	-		\$57,834
Total				\$57,834					\$57,834

## Report on non-compliance with the PGPA Act

For the financial year ended 30 June 2021, based on adequate controls, including the advice of management and the audit committee, the Seacare Authority has complied with the provisions and requirements of the PGPA Act and the PGPA Rules.



# APPENDIX 1:

## SEACARE AUTHORITY FINANCIAL STATEMENTS



# Appendix: 1

## Seacare Authority financial statements



### INDEPENDENT AUDITOR'S REPORT

#### To the Minister for Industrial Relations

#### Opinion

In my opinion, the financial statements of the Seafarers Safety, Rehabilitation and Compensation Authority (the Entity) for the year ended 30 June 2021:

- comply with Australian Accounting Standards – Reduced Disclosure Requirements and the *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015*; and
- present fairly the financial position of the Entity as at 30 June 2021 and its financial performance and cash flows for the year then ended.

The financial statements of the Entity, which I have audited, comprise the following as at 30 June 2021 and for the year then ended:

- Statement by the Accountable Authority and Comcare Chief Financial Officer;
- Statement of Comprehensive Income;
- Administered Schedule of Comprehensive Income;
- Administered Schedule of Assets and Liabilities;
- Administered Reconciliation Schedule;
- Administered Cash Flow Statement; and
- Notes to the financial statements, comprising a summary of significant accounting policies and other explanatory information.

#### Basis for opinion

I conducted my audit in accordance with the Australian National Audit Office Auditing Standards, which incorporate the Australian Auditing Standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of my report. I am independent of the Entity in accordance with the relevant ethical requirements for financial statement audits conducted by the Auditor-General and his delegates. These include the relevant independence requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) to the extent that they are not in conflict with the *Auditor-General Act 1997*. I have also fulfilled my other responsibilities in accordance with the Code. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

#### Accountable Authority's responsibility for the financial statements

As the Accountable Authority of the Entity, the Chief Executive is responsible under the *Public Governance, Performance and Accountability Act 2013* (the Act) for the preparation and fair presentation of annual financial statements that comply with Australian Accounting Standards – Reduced Disclosure Requirements and the rules made under the Act. The Chief Executive is also responsible for such internal control as the Chief Executive determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Chief Executive is responsible for assessing the ability of the Entity to continue as a going concern, taking into account whether the Entity's operations will cease as a result of an administrative restructure or for any other reason. The Chief Executive is also responsible for disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the assessment indicates that it is not appropriate.

GPO Box 707 CANBERRA ACT 2601  
38 Sydney Avenue FORREST ACT 2603  
Phone (02) 6203 7300 Fax (02) 6203 7777

### Auditor's responsibilities for the audit of the financial statements

My objective is to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian National Audit Office Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

As part of an audit in accordance with the Australian National Audit Office Auditing Standards, I exercise professional judgement and maintain professional scepticism throughout the audit. I also:

- identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control;
- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Entity's internal control;
- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Accountable Authority;
- conclude on the appropriateness of the Accountable Authority's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Entity's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the Entity to cease to continue as a going concern; and
- evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with the Accountable Authority regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

Australian National Audit Office



Peter Kerr  
Executive Director  
Delegate of the Auditor-General

Canberra

16 September 2021

# Seafarers Safety, Rehabilitation and Compensation Authority

## Financial statements for the year ended 30 June 2021

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#### Certification

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- Administered schedule of comprehensive income
- Administered schedule of assets and liabilities
- Administered reconciliation schedule
- Administered cash flow statement

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  - 1.2 Own-source revenue and gains
2. Income and expenses administered on behalf of Government
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  - 2.2 Administered - income
3. Assets and liabilities administered on behalf of Government
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  - 5.1 Key management personnel remuneration
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## Statement by the Accountable Authority and Comcare Chief Financial Officer

In our opinion, the attached financial statements for the year ended 30 June 2021 comply with subsection 42 (2) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act) and are based on properly maintained financial records as per subsection 41(2) of the PGPA Act.

In our opinion, at the date of this statement, there are reasonable grounds to believe that the Seafarers Safety, Rehabilitation and Compensation Authority will be able to pay its debts as and when they fall due.



Barry Sherriff  
Accountable Authority and Chairperson  
16 September 2021



Seyhan Aka  
Comcare Chief Financial Officer  
16 September 2021



# Seafarers Safety, Rehabilitation and Compensation Authority

## Statement of comprehensive income

for the period ended 30 June 2021

	Notes	2021 \$	2020 \$
<b>Net cost of services</b>			
<b>Expenses</b>			
Suppliers	1.1A	1,327,955	1,427,249
<b>Total expenses</b>		<b>1,327,955</b>	<b>1,427,249</b>
<b>Own-source income</b>			
<b>Own-source revenue</b>			
Resources received free of charge	1.2A	1,312,455	1,411,749
Audit services received free of charge	1.2B	15,500	15,500
<b>Total own-source revenue</b>		<b>1,327,955</b>	<b>1,427,249</b>
<b>Total own-source income</b>		<b>1,327,955</b>	<b>1,427,249</b>
<b>Net (cost of)/contribution by services</b>		<b>-</b>	<b>-</b>
<b>Surplus/(Deficit) on continuing operations</b>		<b>-</b>	<b>-</b>
<b>Other comprehensive income</b>			
<b>Total other comprehensive income</b>		<b>-</b>	<b>-</b>

The above statement should be read in conjunction with the accompanying notes.

### Budget variances commentary

Departmental Budgetary Reports are not required in the Statement of Comprehensive Income as the Seafarers Safety, Rehabilitation and Compensation Authority (Seacare Authority) does not have a departmental budget. All departmental expenses of the Seacare Authority are paid by Comcare under its Portfolio Budget Statements (PBS).

# Seafarers Safety, Rehabilitation and Compensation Authority

## Administered schedule of comprehensive income

for the period ended 30 June 2021

	Notes	2021 \$	2020 Original Budget \$	
<b>Net cost of services</b>				
<b>Expenses</b>				
Suppliers	2.1A	99,525	73,296	121,000
Changes in recovery from Insurance	2.1B	38,674	39,324	-
<b>Total expenses</b>		<b>138,199</b>	<b>112,620</b>	<b>121,000</b>
<b>Income</b>				
<b>Revenue</b>				
<b>Non-taxation revenue</b>				
Levies	2.2A	270,265	229,550	242,000
Other revenue	2.2B	496,704	561,450	-
<b>Total non-taxation revenue</b>		<b>766,969</b>	<b>791,000</b>	<b>242,000</b>
<b>Total revenue</b>		<b>766,969</b>	<b>791,000</b>	<b>242,000</b>
<b>Gains</b>				
Gains from movement in workers' compensation claims provision	2.2C	178,351	111,000	-
<b>Total gains</b>		<b>178,351</b>	<b>111,000</b>	<b>-</b>
<b>Total income</b>		<b>945,320</b>	<b>902,000</b>	<b>242,000</b>
<b>Net contribution by services</b>		<b>807,121</b>	<b>789,380</b>	<b>121,000</b>
<b>Surplus</b>		<b>807,121</b>	<b>789,380</b>	<b>121,000</b>

## Other comprehensive income

Total other comprehensive income

- - -

The above schedule should be read in conjunction with the accompanying notes.

Budget variances commentary	Note ref.
The supplier costs in the budget comprise insurance costs and an allowance for legal costs. In 2020-21, there were no legal costs incurred by the Seacare Authority	2.1A
The change in Recovery from Insurance Revenue was not included in the budget. The 2020-21 expense was due to an annual indexation adjustment to the Insurance Recovery Receivable.	2.1B
Levies paid to the Safety Net Fund by employers in the scheme were higher than budget due to a higher number of berths reported than anticipated.	2.2A
Other revenue comprises the repayment of the service fees by Comcare in 2020-21, which were not anticipated in the budget.	2.2B
The gain from movement in workers' compensation claims provision was due to the reduction in provisions as valued by the independent actuary.	2.2C

# Seafarers Safety, Rehabilitation and Compensation Authority

## Administered schedule of assets and liabilities

as at 30 June 2021

	Notes	2021 \$	2020 \$	Original Budget \$
<b>Assets</b>				
<b>Financial assets</b>				
Cash and cash equivalents	3.1A	1,311,135	794,883	788,000
Trade and other receivables	3.1B	2,049,469	2,091,953	2,084,000
<b>Total financial assets</b>		<b>3,360,604</b>	<b>2,886,836</b>	<b>2,872,000</b>
<b>Total assets</b>		<b>3,360,604</b>	<b>2,886,836</b>	<b>2,872,000</b>
<b>Liabilities</b>				
<b>Payables</b>				
Workers' compensation claims payable	3.2A	2,125,656	2,284,608	2,154,000
Other payables	3.2B	9,300	5,350	-
<b>Total payables</b>		<b>2,134,956</b>	<b>2,289,958</b>	<b>2,154,000</b>
<b>Provisions</b>				
Workers' compensation claims provision	3.3A	366,000	544,351	544,000
<b>Total provisions</b>		<b>366,000</b>	<b>544,351</b>	<b>544,000</b>
<b>Total liabilities</b>		<b>2,500,956</b>	<b>2,834,309</b>	<b>2,698,000</b>
<b>Net assets</b>		<b>859,648</b>	<b>52,527</b>	<b>174,000</b>

The above schedule should be read in conjunction with the accompanying notes. Further analysis is provided in the 'Discussion and analysis of the financial performance' section of this annual report.

### Budget variances commentary

Note ref.

Cash and cash equivalents was higher than budget due to an increase in number of berths and repayment of service fees by Comcare in 2020-21.

3.1A

The workers' compensation claims provision was lower than budget mainly due to a reduction in the provision, as valued by the independent actuary.

3.3A

## Seafarers Safety, Rehabilitation and Compensation Authority

### Administered reconciliation schedule

	2021 \$	2020 \$
Opening assets less liabilities as at 1 July	52,527	(736,853)
Plus: Administered income	945,320	902,000
	997,847	165,147
Less: Administered expenses	138,199	112,620
Closing assets less liabilities as at 30 June	859,648	52,527

### Accounting policy

#### Administered cash transfers to and from the Official Public Account

Revenue collected by Seacare Authority for use by the Government is administered revenue. Collections are transferred to the Official Public Account (OPA) maintained by the Department of Finance. Conversely, cash is drawn from the OPA to make payments under Parliamentary appropriation on behalf of the Government. These transfers to and from the OPA are adjustments to the administered cash held by the entity on behalf of the Government and reported as such in the schedule of administered cash flows and in the administered reconciliation schedule.

# Seafarers Safety, Rehabilitation and Compensation Authority

## Administered cash flow statement

for the period ended 30 June 2021

	Notes	2021 \$	2020 \$	Original Budget \$
<b>Operating activities</b>				
<b>Cash received</b>				
Levies	B1	274,215	230,000	238,000
Other	B1	496,704	561,450	-
Net GST received from ATO	B1	16,281	316	7,000
<b>Total cash received</b>		<b>787,200</b>	<b>791,766</b>	<b>245,000</b>
<b>Cash used</b>				
Suppliers	B2	99,525	73,296	121,000
Claims paid	B2	158,953	1,067,976	131,000
GST paid to supplier	B2	12,470	7,645	-
<b>Total cash used</b>		<b>270,948</b>	<b>1,148,917</b>	<b>252,000</b>
<b>Net cash from/(used by) operating activities</b>		<b>516,252</b>	<b>(357,151)</b>	<b>(7,000)</b>
<b>Cash from Official Public Account</b>				
Special Accounts	B2	270,948	1,148,917	252,000
<b>Total cash from official public account</b>		<b>270,948</b>	<b>1,148,917</b>	<b>252,000</b>
<b>Cash to Official Public Account</b>				
Special Accounts	B1	(787,200)	(791,766)	(245,000)
<b>Total cash to official public account</b>		<b>(787,200)</b>	<b>(791,766)</b>	<b>(245,000)</b>
Cash and cash equivalents at the beginning of the reporting period		-	-	-
<b>Cash and cash equivalents at the end of the reporting period</b>	3.1A	<b>-</b>	<b>-</b>	<b>-</b>

The above statement should be read in conjunction with the accompanying notes.

The above statement should be read in conjunction with the accompanying notes.

Budget variances commentary	Note ref.
Levies paid to the Seacare Authority by employers in the scheme were higher than budget due to the increase in the number of berths in 2020–21.	B1
Other cash received was not included in the budget.	B1
Other cash received reflects the repayment of service fees by Comcare in 2020-21 which was not anticipated in the budget.	
The supplier costs in the budget comprise insurance costs and an allowance for legal costs. In 2020-21, there were no legal costs incurred by the Seacare Authority.	B2
Amounts paid to the accepted claim were slightly higher than budgeted due to higher medical payments and incapacity payments.	B2

# Seafarers Safety, Rehabilitation and Compensation Authority

## Overview

### Objectives of Seafarers Safety, Rehabilitation and Compensation Authority

The Seafarers Safety, Rehabilitation and Compensation Authority (Seacare Authority) is an Australian Government controlled not-for-profit entity. The objective of the Seacare Authority is to take a leading role in minimising the human and financial costs of workplace injury in the Australian maritime industry. The Seacare Authority Safety Net Fund (Fund) acts in the place of an employer if a default event occurs, enabling employees to lodge a claim event when there is no employer to lodge against.

The purposes of the Seacare Authority are to:

1. promote healthy and safe workplaces and appropriate and timely compensation for, and rehabilitation of, injured workers covered by the Seacare scheme
2. maintain a scheme safety net that is able to meet its liabilities.

The Seacare Authority has not reported a departmental statement of financial position as it does not control assets or incur liabilities in its own right, and has no departmental contingent liabilities. The Seacare Authority has not reported a departmental cash flow statement as it does not fund departmental activities. The administration of the Seacare Authority is performed by Comcare. The associated financial transactions are reported in the Comcare financial statements.

Other Seacare Authority activities are classified as administered activities. Administered activities involve the management or oversight by the Seacare Authority, on behalf of the Government, of items controlled or incurred by the Government. Administered revenues, expenses, assets, liabilities and cash flows are disclosed in the schedule of administered items and related notes.

The Fund was established in October 1992 for the purpose of providing through its contracted agent, Australian Maritime Industry Compensation Agency Ltd (AMICA) a safety net under section 96 of the *Seafarers Rehabilitation and Compensation Act 1992* (Seafarers Act) for the compensation and rehabilitation of injured seafarers not otherwise covered by an employer. The Fund provides coverage to persons who underwent industry training, attended the seafarers' engagement system, and any seafarer or company trainee in situations where the original employer is insolvent or no longer traceable.

As AMICA was no longer able to obtain insurance, the Government declared on 10 April 2002 that the Seacare Authority is to have the Fund's powers and obligations under section 100 of the Seafarers Act. Section 102 of the Seafarers Act requires the Seacare Authority to obtain insurance cover with an authorised insurer for any amount of a claim made by an eligible person that would exceed \$1 million.

A Special Account called the 'Seafarers Rehabilitation and Compensation Account' was established on 9 August 2002 to operate for the Fund to receive levies under the Seafarers Act and to make payments arising from liabilities under the Seafarers Act.

Levies are imposed under the *Seafarers Rehabilitation and Compensation Levy Act 1992* (Levy Act) on seafarer berths (a berth on a prescribed ship that is normally used by a seafarer). The levies are payable by an employer who employs or engages seafarers on a prescribed ship.



Levies collected by the Seacare Authority are maintained in the Consolidated Revenue Fund and drawn down to make payments for the Fund.

## Basis of preparation of the financial statements

The financial statements are general purpose financial statements and are required by section 42 of the *Public Governance, Performance and Accountability Act 2013*.

The financial statements have been prepared in accordance with:

- a) *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015 (FRR)*
- b) Australian Accounting Standards and Interpretations - Reduced Disclosure Requirements issued by the Australian Accounting Standards Board (AASB) that apply for the reporting period.

The financial statements have been prepared on an accrual basis and are in accordance with the historical cost convention, except for certain assets and liabilities at fair value. Except where stated, no allowance is made for the effect of changing prices on the results or the financial position. The financial statements are presented in Australian dollars.

## New Accounting Standards

### Adoption of new Australian accounting standard requirements

No accounting standard has been adopted earlier than the application date as stated in the standard.

The following new, revised, amending standards and/or interpretations were issued by the Australian Accounting Standards Board prior to the signing of the Statement by the Accountable Authority and Comcare's Chief Financial Officer, which are expected to have a material impact on the Seacare Authority's financial statements for future reporting periods.

Standard/Interpretation	Application date for the Seacare Authority <sup>1</sup>	Nature of impending change/s in accounting policy and likely impact on initial application
AASB 17 <i>Insurance Contracts</i>	1 January 2023	AASB 17 is the first international accounting standard for insurance. It will replace the three standards: AASB 4 <i>Definition of Insurance</i> , AASB 1023 <i>General Insurance</i> and AASB 1038 <i>Life Insurance</i> .

The likely impact is not yet reasonably estimable.

<sup>1</sup> The Seacare Authority's expected initial application date is when the accounting standard becomes operative at the beginning of the Seacare Authority's reporting period.

All other new, revised or amending standards, or interpretations that were issued prior to the sign-off date and are applicable to future reporting periods are not expected to have a future material impact on the Seacare Authority's financial statements.

## Taxation

The entity is exempt from all forms of taxation except Fringe Benefits Tax and the Goods and Services Tax.

## Reporting of administered activities

Administered revenues, expenses, assets, liabilities and cash flows are disclosed in the administered schedules and related notes.

Except where otherwise stated, administered items are accounted for on the same basis and using the same policies as for departmental items, including the application of Australian Accounting Standards.

The Seacare Authority had no administered contingent assets or liabilities as at 30 June 2021.

## Events after the reporting period

There is significant pressure on the Seafarers Safety Net Fund (the Fund) through a contraction in the available insurance market. The Seacare Authority has been able to negotiate insurance for the Fund to 31 March 2022 and the policy conditions remain unchanged and are fully compliant with the requirements of the Seafarers Rehabilitation and Compensation Act 1992. The Seacare Authority has escalated this issue and its associated risks to the Attorney-General's Department and the Minister for Industrial Relations and continues to work with the Attorney-General's Department on mitigation strategies.

The Seacare Authority is confident that it has sufficient resources to meet known claim obligations for the coming 12 month period after the date of the Independent Auditor's Report.

# Seafarers Safety, Rehabilitation and Compensation Authority

## Department financial performance

2021	2020
\$	\$

### Note 1.1: Expenses

#### 1.1A Suppliers

##### Services supplied

Services provided by Comcare	1,312,455	1,411,749
Audit Fees	15,500	15,500
<b>Total suppliers</b>	<b>1,327,955</b>	<b>1,427,249</b>

### Accounting policy

The Seacare Authority does not employ staff. Comcare pays the expenses associated with the management of the Seacare Authority.

The value of supplier expenses represents the cost of services provided free of charge by Comcare and the Australian National Audit Office. These services are recognised as expenses. The actual cost incurred by Comcare is determined through a cost allocation process.

### Note 1.2: Own-source revenue and gains

##### Own-source revenue

1.2A Resources received free of charge	1,312,455	1,411,749
1.2B Audit services received free of charge	15,500	15,500
<b>Total own-source revenue</b>	<b>1,327,955</b>	<b>1,427,249</b>

### Accounting policy

The value of own-source revenue represents the value of services received free of charge from Comcare and audit services received free of charge from Australian National Audit Office (ANAO).

Resources received free of charge are recognised as revenue or gains when, and only when, a fair value can be reliably determined and the services would have been purchased if they had not been donated. Use of those resources are recognised as an expense. Resources received free of charge are recorded as either revenue or gains depending on their nature.

The ANAO did not charge for the audit of the 2020–21 financial statements. The notional amount of \$15,500 was brought to account as services provided free of charge (2020: \$15,500).

# Seafarers Safety, Rehabilitation and Compensation Authority

## Income and expenses administered on behalf of the Government

	2021 \$	2020 \$
<b>Note 2.1: Administered - expenses</b>		
<b>2.1A Suppliers</b>		
Services rendered		
Insurance	99,525	73,296
<b>Total suppliers</b>	<b>99,525</b>	<b>73,296</b>
<b>2.1B Changes in recovery from insurance</b>		
Changes in recovery from insurance	38,674	39,324
<b>Total changes in recovery from insurance</b>	<b>38,674</b>	<b>39,324</b>
<b>Note 2.2: Administered - income</b>		
<b>2.2A Levies</b>		
Levies	270,265	229,550
<b>Total Levies</b>	<b>270,265</b>	<b>229,550</b>
<b>2.2B Other revenue</b>		
Repayment of worker's compensation claims payments	-	181,450
Repayment of service fees	496,704	380,000
<b>Total other revenue</b>	<b>496,704</b>	<b>561,450</b>
<b>2.2C Gains from movement in workers' compensation claims provision</b>		
Gains from movement in workers' compensation claims provision	178,351	111,000
<b>Total gains from movement in workers' compensation claims provision</b>	<b>178,351</b>	<b>111,000</b>

### Accounting policy

Levies are collected from scheme employers under the *Seafarers Rehabilitation and Compensation Levy Act 1992* and the *Seafarers Rehabilitation and Compensation Levy Collection Act 1992*. The levies are imposed on seafarer berths (a berth on a prescribed ship that is normally used by a seafarer) and payable by an employer who employs or engages seafarers on a prescribed ship. Revenue from levies is recognised when:

- the entity obtains control of the contribution or right to receive the contribution
- it is probable the economic benefits comprising the contribution will flow to the entity
- the amount can be measured reliably.

# Seafarers Safety, Rehabilitation and Compensation Authority

## Asset and liabilities administered on behalf of the Government

	2021	2020
	\$	\$

### Note 3.1: Administered - financial assets

<b>3.1A</b>	<b>Cash and cash equivalents</b>		
	Cash in special accounts	1,311,135	794,883
	<b>Total cash and cash equivalents</b>	<b>1,311,135</b>	<b>794,883</b>
<b>3.1B</b>	<b>Trade and other receivables</b>		
	Insurance recovery receivable	2,045,950	2,084,623
	GST receivable	3,519	7,330
	<b>Total receivables</b>	<b>2,049,469</b>	<b>2,091,953</b>

### Accounting policy

Cash is recognised at its nominal amount. Cash and cash equivalents include cash held in the OPA for special accounts.

Trade receivables and other receivables that have fixed or determinable payments that are not quoted in an active market are classified as 'loans and receivables'. Receivables are measured at amortised cost.

The classification depends on the nature and purpose of the financial asset and is determined at the time of initial recognition. Financial assets are recognised and derecognised upon 'trade date'.

	2021 \$	2020 \$
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## Note 3.2: Administered - payables

### 3.2A Workers' compensation claims Payable

Workers' compensation claims payable	2,125,656	2,284,608
<b>Total workers' compensation claims payable</b>	<b>2,125,656</b>	<b>2,284,608</b>

Claims payable represents the payable balance for an accepted claim.

### 3.2B Other Payables

Income received in advance	9,300	5,350
<b>Total other payables</b>	<b>9,300</b>	<b>5,350</b>

The income received in advance represents 2021–22 levies received in 2020–21.

## Accounting policy

### Other financial liabilities

Supplier and other payables are recognised at amortised cost. Liabilities are recognised to the extent that the goods or services have been received (and irrespective of having been invoiced).

## Note 3.3: Administered - provisions

### 3.3A Provision for workers' compensation claims

As at 1 July	544,351	655,351
(Decrease) in provisions made during the year	(178,351)	(111,000)
<b>Total as at 30 June</b>	<b>366,000</b>	<b>544,351</b>

The Fund provides coverage to persons who underwent industry training or attended the seafarers' engagement system and any seafarer or company trainee in situations where the original employer is insolvent or no longer traceable. As such, Seacare Authority has a financial exposure to all eligible workers' compensation claims that cannot be met by the original employer.

The value of workers' compensation claims expenses as at 30 June 2021 was updated based on the independent actuarial advice provided by Taylor Fry Pty Ltd. Management has reviewed the provision and considered the current provision appropriate for 2020–21.

## Accounting policy

The liability for workers' compensation claims is determined in accordance with the requirements of AASB 137 Provisions, Contingent Liabilities and Contingent Assets. Provisions for claims are recognised when: the Seacare Authority has a present legal or constructive obligation as a result of past events; it is probable that an outflow of resources will be required to settle the obligation; and the amount has been reliably estimated.

Where there are a number of similar obligations for each claim type, the likelihood that an outflow will be required in settlement is determined by considering the class of obligations as a whole. A provision is recognised even if the likelihood of an outflow with respect to any one item included in the same claim type may be small.

The value of the claims provision is measured at the present value of expected future payments against claims incurred at the reporting date plus an allowance for the significant uncertainty in estimating future claim payments. The expected future payments are discounted to present value using a risk adjusted rate.

The expected future payments include those for claims incurred but not reported (IBNR) and anticipated claims handling costs. Claims handling costs include costs that can be associated directly with individual claims, such as legal and other professional fees, and costs that can only be indirectly associated with individual claims, such as claims administration costs.

### Significant accounting judgements and estimates

In the process of applying the accounting policies listed in this Note, the Seacare Authority has made a judgement of the assumptions underlying the reported claims, incurred but not report claims (IBNR claims), and asbestos claims for workers' compensation claims provision in the financial statements.

# Seafarers Safety, Rehabilitation and Compensation Authority Funding

## Note 4.1: Administered special account

Seafarers Rehabilitation and Compensation Account (Administered)	2021 \$	2020 \$
Balance brought forward from previous period	794,883	1,152,034
Increases	787,200	791,766
<b>Total increases</b>	<b>787,200</b>	<b>791,766</b>
Available for payments	1,582,083	1,943,800
Decreases	(270,948)	(1,148,917)
<b>Total decreases</b>	<b>(270,948)</b>	<b>(1,148,917)</b>
<b>Total balance carried to the next period*</b>	<b>1,311,135</b>	<b>794,883</b>

\*All cash is held in the Official Public Account (OPA).

Establishing instrument: *Seafarers Rehabilitation and Compensation Levy Act 1992; Seafarers Rehabilitation and Compensation Levy Collection Act 1992.*

Purpose: for the receipt of all levies, the payment of expenses incurred in administering the Special Account and the payment of claims under the Seafarers Act. The Special Account is non-interest bearing.

The Special Account has the following purposes:

- a) making a payment incurred by, or attributable to the Seacare Authority that relates to:
  - i. the Authority's costs in administering the Levy Collection Act and the special account
  - ii. the Authority's costs in administering the *Seafarers Rehabilitation and Compensation Act 1992* (Seafarers Act), so far as that administration concerns the Seacare Authority in its capacity as an employer under subsection 4(3) of the Seafarers Act
  - iii. a claim or other amount payable to a person under the Seafarers Act, so far as that amount is payable by the Authority in its capacity as an employer under subsection 4(3) of the Seafarers Act
  - iv. an insurance premium or indemnity for any amount of the Seacare Authority's liability under the Seafarers Act
- (b) repaying an amount where a court order, Act or other law requires or permits the repayment of an amount received.



# Seafarers Safety, Rehabilitation and Compensation Authority

## People and relationships

### Note 5.1: Key management personnel remuneration

Key management personnel are those persons who have authority and responsibility for planning, directing and controlling the activities of the Seacare Authority, directly or indirectly. The Seacare Authority has determined the key management personnel to be the Portfolio Minister (the Attorney-General and Minister for Industrial Relations) and Chairperson. The remuneration received by the Chairperson, not employed by the Australian Government, but paid by Comcare during the period is reported in the table below.

	2021 \$	2020 \$
Short-term employee benefits	57,834	62,555
Total key management personnel remuneration expenses <sup>1</sup>	57,834	62,555

The total number of key management personnel that is included in the above table is 1 (2020:1).

<sup>1</sup> The above key management personnel remuneration excludes the remuneration and other benefits of the Portfolio Minister. The Portfolio Minister's remuneration and other benefits are set by the Remuneration Tribunal and are not paid by the Seacare Authority.

### Note 5.2: Related party disclosures

#### Related party relationships

The Seacare Authority is an Australian Government controlled entity. Related parties to the Seacare Authority are Key Management Personnel including the Portfolio Minister and Chairperson.

#### Transactions with related parties

Given the breadth of Government activities, related parties may transact with the government sector in the same capacity as ordinary citizens. Such transactions include the payment or refund of taxes. These transactions have not been separately disclosed in this note.

Giving consideration to relationships with related entities, and transactions entered into during the reporting period by the entity, it has been determined that there are no related party transactions to be separately disclosed.

# Seafarers Safety, Rehabilitation and Compensation Authority

## Other information

### Note 6.1: Current/Non-current distinction for assets and liabilities

as at 30 June 2021

	2021 \$	2020 \$
<b>Assets expected to be recovered in:</b>		
<b>No more than 12 months</b>		
Cash and cash equivalents	1,311,135	794,883
Trade and other receivables	63,514	7,330
<b>Total no more than 12 months</b>	<b>1,374,649</b>	<b>802,213</b>
<b>More than 12 months</b>		
Trade and other receivables	1,985,955	2,084,623
<b>Total more than 12 months</b>	<b>1,985,955</b>	<b>2,084,623</b>
<b>Total assets</b>	<b>3,360,604</b>	<b>2,886,836</b>
<b>Liabilities expected to be settled in:</b>		
<b>No more than 12 months</b>		
Workers' compensation claims payable	139,700	130,561
Other payables	9,300	5,350
<b>Total no more than 12 months</b>	<b>149,000</b>	<b>135,911</b>
<b>More than 12 months</b>		
Workers' compensation claims payable	1,985,956	2,154,047
Workers' compensation claims provision	366,000	544,351
<b>Total more than 12 months</b>	<b>2,351,956</b>	<b>2,698,398</b>
<b>Total liabilities</b>	<b>2,500,956</b>	<b>2,834,309</b>





## APPENDIX 2:

# EXEMPTIONS GRANTED UNDER S 20A OF THE SEAFARERS ACT



## Appendix: 2

# Exemptions granted under s 20A of the Seafarers Act

This appendix sets out the exemptions that have been granted on behalf of the Seacare Authority in 2020–21.

Employer	Vessel/s	Exemption granted	Reason(s)	Exemption
Paspaley	<i>Paspaley 4</i>	1 Jul 2020	Insurance available at lower cost than Seacare scheme	1 Jul 2020 - 30 Jun 2021
Paspaley	<i>Roslynne</i>	1 Jul 2020	Insurance available at lower cost than Seacare scheme	1 Jul 2020 - 30 Jun 2021
Paspaley	<i>Clare II</i>	1 Jul 2020	Insurance available at lower cost than Seacare scheme	1 Jul 2020 - 30 Jun 2021
Paspaley	<i>Odin II</i>	1 Jul 2020	Insurance available at lower cost than Seacare scheme	1 Jul 2020 - 30 Jun 2021
Paspaley	<i>Montoro</i>	1 Jul 2020	Insurance available at lower cost than Seacare scheme	1 Jul 2020 - 30 Jun 2021
Paspaley	<i>Nalena Bay</i>	1 Jul 2020	Insurance available at lower cost than Seacare scheme	1 Jul 2020 - 30 Jun 2021
Paspaley	<i>Joseph Conrad (Marilynne)</i>	1 Jul 2020	Insurance available at lower cost than Seacare scheme	1 Jul 2020 - 30 Jun 2021
Paspaley	<i>Roebuck Two</i>	1 Jul 2020	Insurance available at lower cost than Seacare scheme	1 Jul 2020 - 30 Jun 2021
Paspaley	<i>Vivienne</i>	1 Jul 2020	Insurance available at lower cost than Seacare scheme	1 Jul 2020 - 30 Jun 2021
Paspaley	<i>Christine</i>	1 Jul 2020	Insurance available at lower cost than Seacare scheme	1 Jul 2020 - 30 Jun 2021
Paspaley	<i>Fast 4</i>	1 Jul 2020	Insurance available at lower cost than Seacare scheme	1 Jul 2020 - 30 Jun 2021
Svitzer Australia Pty Ltd	<i>Svitzer Myall</i>	14 Oct 2020	Non-regular trading pattern, prescribed ship under 500 gross tonnes	15 Oct 2020 - 31 Oct 2020
Svitzer Australia Pty Ltd	<i>Svitzer Ginga</i>	20 Oct 2020	Non-regular trading pattern, prescribed ship under 500 gross tonnes	23 Oct 2020 - 15 Nov 2020

Employer	Vessel/s	Exemption granted	Reason(s)	Exemption
International Maritime Services	<i>Aurora Australis</i>	26 Oct 2020	Non-regular trading pattern, voyage undertaken subject to the operation of the Seafarers Act is incidental to the primary operations of the prescribed ship, insurance available at lower cost than Seacare scheme.	1 Dec 2020 - 31 Mar 2021
Svitzer Australia Pty Ltd	<i>Svitzer Ginga</i>	30 Nov 2020	Non-regular trading pattern, prescribed ship under 500 gross tonnes	4 Dec 2020 - 31 Dec 2020
Svitzer Australia Pty Ltd	<i>Svitzer Larrakia</i>	9 Dec 2020	Non-regular trading pattern, prescribed ship under 500 gross tonnes	11 Dec 2020 - 31 Dec 2020
University of Tasmania	<i>FTV Bluefin</i>	21 Dec 2020	Insurance available at lower cost than Seacare scheme	1 Jan 2021 - 31 Dec 2021
Birdon Pty Ltd	<i>Island Trader</i>	22 Dec 2020	Insurance available at lower cost than Seacare scheme, prescribed ship under 500 gross tonnes	22 Dec 2020 - 30 Jun 2021
International Maritime Services	<i>MV Samoa Express II</i>	29 Jan 2021	Non-regular trading pattern, voyage undertaken subject to the operation of the Seafarers Act is incidental to the primary operations of the prescribed ship, insurance available at lower cost than Seacare scheme.	29 Jan 2021 - 31 Mar 2021
Svitzer Australia Pty Ltd	<i>Svitzer Larrakia</i>	9 Feb 2021	Non-regular trading pattern, prescribed ship under 500 gross tonnes	11 Feb 2021 - 28 Feb 2021
Svitzer Australia Pty Ltd	<i>Svitzer Maitland</i>	16 Feb 2021	Non-regular trading pattern, prescribed ship under 500 gross tonnes	19 Feb 2021 - 28 Feb 2021
Svitzer Australia Pty Ltd	<i>Bullara</i>	22 Feb 2021	Non-regular trading pattern, prescribed ship under 500 gross tonnes	24 Feb 2021 - 15 Mar 2021
Svitzer Australia Pty Ltd	<i>Burra</i>	9 Mar 2021	Non-regular trading pattern, prescribed ship under 500 gross tonnes	12 Mar 2021 - 31 Mar 2021

Employer	Vessel/s	Exemption granted	Reason(s)	Exemption
Multiple	<i>Vessels of Australian General Register and submitted by employers</i>	18 Mar 2021	Exempt employment on vessels brought into scheme following <i>Samson v Aucote</i>	24 Mar 2021 - 23 Mar 2022
	<i>Vessels on Domestic Commercial Vessels register and submitted by employers</i>	18 Mar 2021	Exempt employment on vessels brought into scheme following <i>Samson v Aucote</i>	21 Apr 2021 - 20 Apr 2022
International Maritime Services	<i>Wajarri</i>	25 Mar 2021	Non-regular trading pattern, voyage undertaken subject to the operation of the Seafarers Act is incidental to the primary operations of the prescribed ship, insurance available at lower cost than Seacare scheme.	26 Mar 2021 - 30 Apr 2021
Woodside Energy Limited	<i>Ngujima-Yin</i>	26 Mar 2021	Insurance available at lower cost than Seacare scheme	1 Apr 2021 - 31 Mar 2022
Woodside Energy Limited	<i>Okha</i>	26 Mar 2021	Insurance available at lower cost than Seacare scheme	1 Apr 2021 - 31 Mar 2022
Svitzer Australia Pty Ltd	<i>Svitzer Maitland</i>	27 Apr 2021	Non-regular trading pattern, prescribed ship under 500 gross tonnes	28 Apr 2021 - 15 May 2021
Svitzer Australia Pty Ltd	<i>Svitzer Edwina</i>	28 Apr 2021	Non-regular trading pattern, prescribed ship under 500 gross tonnes	1 May 2021 - 1 Jun 2021
Sea Swift Pty Ltd	<i>Arnhem Trader</i>	7 May 2021	Voyage is within a Territory and not between a Territory and a place (or places) outside a Territory	7 May 2021 - 30 Apr 2022
Sea Swift Pty Ltd	<i>Cygnat 1</i>	7 May 2021	Voyage is within a Territory and not between a Territory and a place (or places) outside a Territory	7 May 2021 - 30 Apr 2022
Sea Swift Pty Ltd	<i>Malu Explorer</i>	7 May 2021	Voyage is within a Territory and not between a Territory and a place (or places) outside a Territory	7 May 2021 - 30 Apr 2022

Employer	Vessel/s	Exemption granted	Reason(s)	Exemption
Sea Swift Pty Ltd	<i>Malu Warrior</i>	7 May 2021	Voyage is within a Territory and not between a Territory and a place (or places) outside a Territory	7 May 2021 - 30 Apr 2022
Sea Swift Pty Ltd	<i>Territorian</i>	7 May 2021	Voyage is within a Territory and not between a Territory and a place (or places) outside a Territory	7 May 2021 - 30 Apr 2022
Sea Swift Pty Ltd	<i>Arion</i>	7 May 2021	Voyage is within a Territory and not between a Territory and a place (or places) outside a Territory	7 May 2021 - 30 Apr 2022
Sea Swift Pty Ltd	<i>Agros</i>	7 May 2021	Voyage is within a Territory and not between a Territory and a place (or places) outside a Territory	7 May 2021 - 30 Apr 2022
Sea Swift Pty Ltd	<i>Tiwi Islander</i>	7 May 2021	Voyage is within a Territory and not between a Territory and a place (or places) outside a Territory	7 May 2021 - 30 Apr 2022
Svitzer Australia Pty Ltd	<i>Burra</i>	24 May 2021	Non-regular trading pattern, prescribed ship under 500 gross tonnes	28 May 2021 - 15 Jun 2021
Svitzer Australia Pty Ltd	<i>Tarcoola</i>	28 May 2021	Non-regular trading pattern, prescribed ship under 500 gross tonnes	4 Jun 2021 - 30 Jun 2021
Auriga Marine Pty Ltd	<i>Toll Astrolabe</i>	28 May 2021	Insurance available at lower cost than Seacare scheme, voyage within a Territory and not between a Territory and a place (or places) outside a Territory	1 Jun 2021 - 31 May 2022
Auriga Marine Pty Ltd	<i>Investigator II</i>	28 May 2021	Insurance available at lower cost than Seacare scheme, voyage within a Territory and not between a Territory and a place (or places) outside a Territory	1 Jun 2021 - 31 May 2022
Auriga Marine Pty Ltd	<i>Bima Express</i>	28 May 2021	Insurance available at lower cost than Seacare scheme, prescribed ship under 500 gross tonnes, voyage within a Territory and not between a Territory and a place (or places) outside a Territory	1 Jun 2021 - 31 May 2022



Employer	Vessel/s	Exemption granted	Reason(s)	Exemption
Auriga Marine Pty Ltd	<i>Trader Express</i>	28 May 2021	Insurance available at lower cost than Seacare scheme, prescribed ship under 500 gross tonnes, voyage within a Territory and not between a Territory and a place (or places) outside a Territory	1 Jun 2021 - 31 May 2022
International Maritime Services	<i>RT Force</i>	4 Jun 2021	Non-regular trading pattern, voyage undertaken subject to the operation of the Seafarers Act is incidental to the primary operations of the prescribed ship, insurance available at lower cost than Seacare scheme.	4 Jun 2021 - 4 Jul 2021
East Coast Maritime Pty Ltd	<i>Pacific Conquest</i>	8 Jun 2021	Non-regular trading pattern	8 Jun 2021 - 30 Sep 2021
Birdon Pty Ltd	<i>Island Trader</i>	11 Jun 2021	Insurance available at lower cost than Seacare scheme	1 Jul 2021 - 30 Jun 2022
Svitzer Australia Pty Ltd	<i>Svitzer Marysville</i>	21 Jun 2021	Non-regular trading pattern, prescribed ship under 500 gross tonnes	22 Jun 2021 - 30 Jun 2022
CPC Services (NQ) Pty Ltd	<i>Coral Geographer</i>	30 Jun 2021	Insurance available at lower cost than Seacare scheme	30 Jun 2021 - 30 Sep 2021
CPC Services (NQ) Pty Ltd	<i>Coral Adventurer</i>	30 Jun 2021	Insurance available at lower cost than Seacare scheme	30 Jun 2021 - 30 Sep 2021
CPC Services (NQ) Pty Ltd	<i>Coral Discoverer</i>	30 Jun 2021	Insurance available at lower cost than Seacare scheme	30 Jun 2021 - 30 Sep 2021
Paspaley	<i>Paspaley 4</i>	30 Jun 2021	Insurance available at lower cost than Seacare scheme	1 Jul 2021 - 30 Jun 2022
Paspaley	<i>Roslynne</i>	30 Jun 2021	Insurance available at lower cost than Seacare scheme	1 Jul 2021 - 30 Jun 2022
Paspaley	<i>Clare II</i>	30 Jun 2021	Insurance available at lower cost than Seacare scheme	1 Jul 2021 - 30 Jun 2022
Paspaley	<i>Odin II</i>	30 Jun 2021	Insurance available at lower cost than Seacare scheme	1 Jul 2021 - 30 Jun 2022
Paspaley	<i>Montoro</i>	30 Jun 2021	Insurance available at lower cost than Seacare scheme	1 Jul 2021 - 30 Jun 2022

Employer	Vessel/s	Exemption granted	Reason(s)	Exemption
Paspaley	<i>Nalena Bay</i>	30 Jun 2021	Insurance available at lower cost than Seacare scheme	1 Jul 2021 - 30 Jun 2022
Paspaley	<i>Joseph Conrad (Marilynne)</i>	30 Jun 2021	Insurance available at lower cost than Seacare scheme	1 Jul 2021 - 30 Jun 2022
Paspaley	<i>Roebuck Two</i>	30 Jun 2021	Insurance available at lower cost than Seacare scheme	1 Jul 2021 - 30 Jun 2022
Paspaley	<i>Vivienne</i>	30 Jun 2021	Insurance available at lower cost than Seacare scheme	1 Jul 2021 - 30 Jun 2022
Paspaley	<i>Christine</i>	30 Jun 2021	Insurance available at lower cost than Seacare scheme	1 Jul 2021 - 30 Jun 2022
Paspaley	<i>Fast 4</i>	30 Jun 2021	Insurance available at lower cost than Seacare scheme	1 Jul 2021 - 30 Jun 2022
CPC Services (NQ) Pty Ltd	<i>Coral Geographer</i>	30 Jun 2021	Insurance available at lower cost than Seacare scheme	30 Jun 2021 - 30 Sep 2021
CPC Services (NQ) Pty Ltd	<i>Coral Adventurer</i>	30 Jun 2021	Insurance available at lower cost than Seacare scheme	30 Jun 2021 - 30 Sep 2021
CPC Services (NQ) Pty Ltd	<i>Coral Discoverer</i>	30 Jun 2021	Insurance available at lower cost than Seacare scheme	30 Jun 2021 - 30 Sep 2021
Paspaley	<i>Paspaley 4</i>	30 Jun 2021	Insurance available at lower cost than Seacare scheme	1 Jul 2021 - 30 Jun 2022
Paspaley	<i>Roslynne</i>	30 Jun 2021	Insurance available at lower cost than Seacare scheme	1 Jul 2021 - 30 Jun 2022
Paspaley	<i>Clare II</i>	30 Jun 2021	Insurance available at lower cost than Seacare scheme	1 Jul 2021 - 30 Jun 2022
Paspaley	<i>Odin II</i>	30 Jun 2021	Insurance available at lower cost than Seacare scheme	1 Jul 2021 - 30 Jun 2022
Paspaley	<i>Montoro</i>	30 Jun 2021	Insurance available at lower cost than Seacare scheme	1 Jul 2021 - 30 Jun 2022
Paspaley	<i>Nalena Bay</i>	30 Jun 2021	Insurance available at lower cost than Seacare scheme	1 Jul 2021 - 30 Jun 2022

Employer	Vessel/s	Exemption granted	Reason(s)	Exemption
Paspaley	<i>Joseph Conrad (Marilynne)</i>	30 Jun 2021	Insurance available at lower cost than Seacare scheme	1 Jul 2021 - 30 Jun 2022
Paspaley	<i>Roebuck Two</i>	30 Jun 2021	Insurance available at lower cost than Seacare scheme	1 Jul 2021 - 30 Jun 2022
Paspaley	<i>Vivienne</i>	30 Jun 2021	Insurance available at lower cost than Seacare scheme	1 Jul 2021 - 30 Jun 2022
Paspaley	<i>Christine</i>	30 Jun 2021	Insurance available at lower cost than Seacare scheme	1 Jul 2021 - 30 Jun 2022
Paspaley	<i>Fast 4</i>	30 Jun 2021	Insurance available at lower cost than Seacare scheme	1 Jul 2021 - 30 Jun 2022

# APPENDIX 3:

## SEACARE SCHEME EMPLOYERS, OPERATORS AND SHIPS



## Appendix: 3

### Seacare scheme employers, operators and ships

Ship name	IMO (where known)	Employer	Operator name
Absolute	9869447	ASP Ships	ASP Ship Management Pty Ltd
		METL	
Accolade II	8012425	Inco Ships	Inco Ships Pty Ltd
Alegria	9169392	AOS	Allseas
Aqua Spa	9829337	Atlas	Tassal Operations
Audacia	9305130	AOS	Allseas
Aurora Australis	7817283	P&O	P&O Maritime Services Pty Ltd
Bay Lass	-	Pacific Tug	Pacific Tug (Aust) Pty Ltd
Bhagwan Abrolhos	9653173	Bhagwan	Bhagwan Marine Pty Ltd
Bhagwan Dryden	9680968	Bhagwan	Bhagwan Marine Pty Ltd
Bhagwan Houtman	9640011	Bhagwan	Bhagwan Marine Pty Ltd
Bhagwan Mover	9542001	Bhagwan	Bhagwan Marine Pty Ltd
Bhagwan Ocean	9641467	Bhagwan	Bhagwan Marine Pty Ltd
Bhagwan Renegade	9582752	Bhagwan	Bhagwan Marine Pty Ltd
BigRoll Biscay	9776286	Atlas	Roll Group
Brisbane	9204623	Port Bris	Port of Brisbane Pty Ltd
Cape Arkona	9857585	Atlas	Austral Fisheries Pty Ltd
Cape Mac	9399727	Pacific Tug	Pacific Tug (Aust) Pty Ltd
CMV Athos	9693874	Bhagwan	Bhagwan Marine Pty Ltd
Coral Adventurer	9838644	CPC	CPC Services (NQ) Pty Ltd
Coral Discoverer	9292747	CPC	CPC Services (NQ) Pty Ltd
Coral Geographer	9883986	CPC	CPC Services (NQ) Pty Ltd
Coral Knight	9696280	Teekay	Teekay Shipping (Australia) Pty Ltd
CSL Whyalla	8618188	CSL Australia	CSL Australia Pty Ltd
Dampier Spirit	8613748	Teekay	Teekay Shipping (Australia) Pty Ltd

Ship name	IMO (where known)	Employer	Operator name
Development Driller 1	8765503	Atlas	Transocean Ltd
		Compass	
Deep Orient	9644330	AOS	TechnipFMC
		Entier	
Dhirubhai Deepwater KG2	9410088	Atlas	Sedco Forex International Inc.
		Compass	Transocean Ltd
DP2 Seamaster	9616450	Bhagwan	Bhagwan Marine Pty Ltd
Far Seeker	9381691	AOS	Solstad Australia Pty Ltd
		Atlas	
		Solstad	
Far Senator	9361747	AOS	Solstad Australia Pty Ltd
		Atlas	
		Solstad	
Far Statesman	9631759	AOS	Solstad Australia Pty Ltd
		Atlas	
Far Sword	9344851	Atlas	Solstad Australia Pty Ltd
Fiona F	9600475	Bhagwan	Bhagwan Marine Pty Ltd
Flinders Bay	9139464	Pacific Tug	Pacific Tug (Aust) Pty Ltd
Fortitude	9687057	AOS	Allseas
Fugro Etive	9379686	AOS	FTSM
Fugro Voyager	9600360	AOS	FTSM
Geo Coral	9492579	OSM	Shearwater
Go Koi	9704908	Go Offshore	Go Offshore Pty Ltd
GO Sirius	9545871	Go Offshore	Go Offshore Pty Ltd

Ship name	IMO (where known)	Employer	Operator name
GO Spica	9417402	AOS	Go Offshore Pty Ltd
		Atlas	
		Go Offshore	
Goliath	9036430	CSL Australia	CSL Australia Pty Ltd
		METL	
ICS Allegiance	9587427	Inco Ships	Inco Ships Pty Ltd
ICS Integrity	9427457	Inco Ships	Inco Ships Pty Ltd
ICS Reliance	9587439	Inco Ships	Inco Ships Pty Ltd
Investigator	9616888	ASP Ships	ASP Ship Management Pty Ltd
Isla Eden	9111694	Atlas	Austral Fisheries Pty Ltd
John Duigan	9717606	Polaris	Polaris Marine Pty Ltd
Juan Sebastian De Elcano	9238909	Jan De Nul	Jan de Nul (Australia) Pty Ltd
Keppel Bay	8208646	Pacific Tug	Pacific Tug (Aust) Pty Ltd
King Bay	8409147	Pacific Tug	Pacific Tug (Aust) Pty Ltd
Lauri M	9466800	Bhagwan	Bhagwan Marine Pty Ltd
Liekut	9869966	SeaRoad	SeaRoad Shipping Pty Ltd
Maersk Deliverer	8769389	Atlas	Maersk Drilling International
Maersk Master	9761035	Atlas	Maersk Supply Services
		OSM	
Maersk Minder	9765469	Atlas	Maersk Supply Services
		OSM	
Maersk Mover	9761059	Atlas	Maersk Supply Services
Maria G		OSM	Rederij Groen
Mermaid Cove	9644108	AOS	MMA Offshore Limited
		Atlas	
		MMA Offshore	

Ship name	IMO (where known)	Employer	Operator name
Mermaid Searcher	9488401	Atlas	MMA Offshore Limited
		MMA Offshore	
Mermaid Sound	9374935	AOS	MMA Offshore Limited
		Atlas	
		MMA Offshore	
Mermaid Strait	9616216	AOS	MMA Offshore Limited
		Atlas	
		MMA Offshore	
Mermaid Vision	9548627	Atlas	MMA Offshore Limited
MMA Brewster	9737216	Atlas	MMA Offshore Limited
		MMA Offshore	
MMA Coral	9594200	AOS	MMA Offshore Limited
		Atlas	
		MMA Offshore	
MMA Inscription	9668245	AOS	MMA Offshore Limited
		MMA Offshore	
MMA Leeuwin	9674658	AOS	MMA Offshore Limited
		Atlas	
		MMA Offshore	
MMA Plover	9737199	Atlas	MMA Offshore Limited
		MMA Offshore	
		OSM	
MMA Responder	9745079	MMA Offshore	MMA Offshore Limited
MMA Valour	9651929	Atlas	MMA Offshore Limited
		MMA Offshore	



Ship name	IMO (where known)	Employer	Operator name
MMA Vigilant	9651931	AOS	MMA Offshore Limited
		Atlas	
		MMA Offshore	
		OSM	
MMA Vision	8548627	AOS	MMA Offshore Limited
		MMA Offshore	
Montara Venture	8714982	Atlas	Jadestone Energy Pty Ltd
MPV Everest	9769130	AOS	MCS / Fox
MV Besant	9676149	Atlas	DMS Maritime Pty Ltd
MV Stoker	9707998	Atlas	DMS Maritime Pty Ltd
MV Wunma	9196929	P&O	P&O Maritime Services Pty Ltd
Ngujima Yin	9181182	Compass	Woodside
		OSM	
Ningaloo Vision	8021854	Teekay	Santos Energy
Normand Frontier	9687241	AOS	Solstad Australia Pty Ltd
		Atlas	
Normand Leader	9627772	AOS	Solstad Australia Pty Ltd
		Atlas	
		OSM	
		Solstad	
Normand Ranger	9413432	AOS	Solstad Australia Pty Ltd
		Atlas	
		Solstad	
Normand Saracen	9417842	AOS	Solstad Australia Pty Ltd
		Atlas	
		Solstad	

Ship name	IMO (where known)	Employer	Operator name
Normand Scorpion	9417816	AOS	Solstad Australia Pty Ltd
		Atlas	
		Solstad	
Normand Sirius	9659074	AOS	Solstad Australia Pty Ltd
		Atlas	
		Solstad	
Normand Skimmer	9609988	AOS	Solstad Australia Pty Ltd
		Atlas	
		Solstad	
Normand Swan	9656682	AOS	Solstad Australia Pty Ltd
		Atlas	
		Solstad	
Northwest Sanderling	8608872	Trident LNG	Shell Tankers Aust P/L
Northwest Sandpiper	8913150	Trident LNG	Shell Tankers Aust P/L
Northwest Snipe	8608884	Trident LNG	Shell Tankers Aust P/L
Northwest Stormpetrel	9045132	Trident LNG	Shell Tankers Aust P/L
Ocean Protector	9374260	Teekay	Australian Border Force
			Teekay Shipping (Australia) Pty Ltd
Ocean Shield	9628374	Teekay	Australian Border Force
Okha	9180889	Compass	Woodside
Pacific Centurion	9455131	Swire Pacific	Swire Pacific Ship Management (Australia) Pty Ltd
Pacific Crest	9427407	Atlas	Offshore Unlimited Pty Ltd
Pacific Gannet	9666883	Swire Pacific	Swire Pacific Ship Management (Australia) Pty Ltd
Pacific Grackle	9666912	Swire Pacific	Swire Pacific Ship Management (Australia) Pty Ltd

Ship name	IMO (where known)	Employer	Operator name
Pacific Greylag	9666936	AOS	Swire Pacific Ship Management (Australia) Pty Ltd
		Swire Pacific	
Pacific Responder	9340049	AOS	Swire Pacific Ship Management (Australia) Pty Ltd
		Swire Pacific	
Pacific Valour	9443516	Swire Pacific	Swire Pacific Ship Management (Australia) Pty Ltd
Pacific Vigour	9443530	Swire Pacific	Swire Pacific Ship Management (Australia) Pty Ltd
Pacific Vixen	9361691	Swire Pacific	Swire Pacific Ship Management (Australia) Pty Ltd
Pedro	9591777	Bhagwan	Bhagwan Marine Pty Ltd
PT Eden		Pacific Tug	Pacific Tug (Aust) Pty Ltd
PT Fortitude	9545223	Pacific Tug	Pacific Tug (Aust) Pty Ltd
PT Kotor	9408748	Pacific Tug	Pacific Tug (Aust) Pty Ltd
PT Kythira	9509554	Pacific Tug	Pacific Tug (Aust) Pty Ltd
PT Mary		Pacific Tug	Pacific Tug (Aust) Pty Ltd
PT May		Pacific Tug	Pacific Tug (Aust) Pty Ltd
PT Monto	9559585	Pacific Tug	Pacific Tug (Aust) Pty Ltd
PT Nautilus		Pacific Tug	Pacific Tug (Aust) Pty Ltd
PT Transporter		Pacific Tug	Pacific Tug (Aust) Pty Ltd
PT Zarka	9356282	Pacific Tug	Pacific Tug (Aust) Pty Ltd
Robbie Cook		Pacific Tug	Pacific Tug (Aust) Pty Ltd
Ronja Huon	9682540	Atlas	Tassal Operations
RTM Piiramu	9341926	ASP Ships	ASP Ship Management Pty Ltd
		METL	
RTM Twarra	9373034	ASP Ships	ASP Ship Management Pty Ltd
		METL	

Ship name	IMO (where known)	Employer	Operator name
RTM Wakmatha	9341914	ASP Ships	ASP Ship Management Pty Ltd
		METL	
RTM Weipa	9341938	ASP Ships	ASP Ship Management Pty Ltd
		METL	
Samson Explorer	8322325	Bhagwan	Bhagwan Marine Pty Ltd
Sapura Constructor	9392705	AOS	Sapura
Sea Force	9625322	Bhagwan	Bhagwan Marine Pty Ltd
Searoad Mersey II	9745794	SeaRoad	SeaRoad Shipping Pty Ltd
Searoad Tamar	8917429	SeaRoad	SeaRoad Shipping Pty Ltd
Seawind-1	9359428	Bhagwan	Bhagwan Marine Pty Ltd
Seven Eagle	9015905	AOS	Subsea7
Seven Oceans	9358826	AOS	Subsea7
Siem Amethyst	9442433	OSM	Siem Offshore
Siem Aquamarine	9417725	Atlas	Siem Offshore
		OSM	
Siem Sapphire	9417696	OSM	Siem Offshore
Siem Thiima	9727235	OSM	Siem Offshore
Siem Topaz	9417713	Atlas	Siem Offshore
		OSM	
Silver Ellie	9692387	AOS	Columbia
Skandi Atlantic	9447665	AOS	DOF Management Australia Pty Ltd
		DOF	
Skandi Darwin	9602904	AOS	DOF Management Australia Pty Ltd
		Atlas	
		DOF	

Ship name	IMO (where known)	Employer	Operator name
Skandi Feistein	9607693	Atlas	DOF Management Australia Pty Ltd
		DOF	
Skandi Hercules	9435739	AOS	DOF Management Australia Pty Ltd
		DOF	
Skandi Singapore	9429857	AOS	DOF Management Australia Pty Ltd
		DOF	
Skandi Sotra	9276391	AOS	DOF Management Australia Pty Ltd
		DOF	
		Perkins(TML)	Toll Energy & Marine
Southern Ocean	9433171	AOS	FTSM
Spirit of Tasmania I	9158446	ASP Ships	TT-Line Company Pty Ltd
		TT-Line	
Spirit of Tasmania II	9158434	TT-Line	TT-Line Company Pty Ltd
		ASP Ships	
Svitzer Bunbury	9185607	Atlas	Indian Ocean Hybrid Solutions
Sycamore	9758569	Teekay	Department of Defence
Tasmanian Achiever II	9812468	Toll Shipping	Toll Shipping Pty Ltd
Toll Astrolabe	9766970	Perkins(TML)	Toll Energy & Marine
Toll Provider	9733416	OSM	Toll Energy & Marine
		Perkins(TML)	
True North	9308651	North Star	North Star Cruises Australia Pty Ltd
Twofold Bay	8208658	Pacific Tug	Pacific Tug (Aust) Pty Ltd
Valaris DPS-1	8771162	Atlas	Valaris PLC

Ship name	IMO (where known)	Employer	Operator name
Victorian Reliance II	9812470	Toll Shipping	Toll Shipping Pty Ltd
VOS Shine	9601510	Atlas	Harvest Technology

\*previous name of ship, included as reported under that name

^new name of ship, included as reported under that name





# GLOSSARY





# Glossary

AMSA	Australian Maritime Safety Authority – OHS Inspectorate for the Seacare scheme
APS	Australian Public Service
CDPP	Commonwealth Director of Public Prosecutions
CEO	Chief Executive Officer
FOI Act	<i>Freedom of Information Act 1982</i>
FSC	Flag State Control
FTE	Full Time Equivalent – calculated by the formula: number of berths x (days operated in period/total days in period) x (standard shift hours per day x standard work days per week)
Fund	Seafarers Safety Net Fund
Hours worked	Total hours worked, taking in to account the continuous nature of coverage during a voyage where seafarers, who are generally on board a ship for 24 hours a day, are exposed to the risk of injury for the entire time on board a vessel, whether on or off duty. Calculated using the formula: (number of berths) x (days operated in period) x (daily hours of operation)
HSR	Health and Safety Representative
IPS	Information Publication Scheme
Levy Act	<i>Seafarers Rehabilitation and Compensation Levy Act 1992</i>
Levy Collection Act	<i>Seafarers Rehabilitation and Compensation Levy Collection Act 1992</i>
OHS	Occupational Health and Safety
OHS(MI) Act	<i>Occupational Health and Safety (Maritime Industry) Act 1993</i>
OHS Plan	Seacare Authority/AMSA OHS Plan 2019–2022
P&I Club	Protection and Indemnity Association
PBS	Portfolio Budget Statement

PGPA Act	<i>Public Governance, Performance and Accountability Act 2013</i>
Quorum	The minimum number of members needed to be present at a meeting for decisions to be made
Samson v Aucote	Samson Maritime Pty Ltd v Noel Aucote [2014] FCAFC 182 (Samson v Aucote)
Seacare Authority	Seafarers Safety, Rehabilitation and Compensation Authority
Seafarers Act	<i>Seafarers Rehabilitation and Compensation Act 1992</i>
SRC Act	<i>Safety, Rehabilitation and Compensation Act 1988</i>



# LIST OF REQUIREMENTS





# List of Requirements

These annual report requirements are prepared pursuant to subsections 63(2) and 70(2) of the *Public Service Act 1999* and were approved by the Joint Committee of Public Accounts and Audit on 19 June 2013. Requirements are reviewed annually to take account of changes to reporting requirements prescribed in legislation, arising from new policy, or recommendations in Parliamentary, Australian National Audit Office or other reports.

Table 7: Annual report requirements

PGPA Rule Reference	Part of Report	Description	Annual Report page
17AD(g)	Letter of transmittal		
17AI	Letter of transmittal	A copy of the letter of transmittal signed and dated by Accountable Authority on date final text approved, with statement that the report has been prepared in accordance with section 46 of the Act and any enabling legislation that specifies additional requirements in relation to the annual report.	Mandatory
17AD(h)	Aids to access		
17AJ(a)	Table of Contents	Table of contents.	Mandatory
17AJ(b)	Alphabetical Index	Alphabetical index.	Mandatory
17AJ(c)	Glossary	Glossary of abbreviations and acronyms.	Mandatory
17AJ(d)	List of requirements	List of requirements.	Mandatory
17AJ(e)	Publication details	Details of contact officer.	Mandatory
17AJ(f)	Publication details	Entity's website address.	Mandatory
17AJ(g)	Publication details	Electronic address of report.	Mandatory
17AD(a)	Review by Accountable Authority		
17AD(a)	Chairperson's report	A review by the Accountable Authority of the entity.	Mandatory

PGPA Rule Reference	Part of Report	Description	Annual Report page
17AD(b)	Overview of the entity		
17AE(1)(a)(i)	About the Seacare Authority - Purpose, role and function	A description of the role and functions of the entity.	Mandatory
17AE(1)(a)(ii)	About the Seacare Scheme - Figure 1	A description of the organisational structure of the entity.	Mandatory
17AE(1)(a)(iii)	About the Seacare Authority - Purpose, role and function	A description of the outcomes and programmes administered by the entity.	Mandatory
17AE(1)(a)(iv)	Annual Performance Statements - Overview	A description of the purposes of the entity as included in corporate plan.	Mandatory
17AE(1)(aa)(i)	About the Seacare Authority - Membership	Name of the Accountable Authority or each member of the Accountable Authority	Mandatory
17AE(1)(aa)(ii)	About the Seacare Authority - Membership	Position title of the Accountable Authority or each member of the Accountable Authority	Mandatory
17AE(1)(aa)(iii)	About the Seacare Authority - Membership	Period as the Accountable Authority or member of the Accountable Authority within the reporting period	Mandatory
17AE(1)(b)	About the Seacare Scheme - Figure 1	An outline of the structure of the portfolio of the entity.	Portfolio departments mandatory
17AE(2)		Where the outcomes and programs administered by the entity differ from any Portfolio Budget Statement, Portfolio Additional Estimates Statement or other portfolio estimates statement that was prepared for the entity for the period, include details of variation and reasons for change.	Not applicable
17AD(c)	Report on the Performance of the entity		
	Annual performance Statements		
17AD(c)(i); 16F	Annual performance statements	Annual performance statement in accordance with paragraph 39(1)(b) of the Act and section 16F of the Rule.	Mandatory

PGPA Rule Reference	Part of Report	Description	Annual Report page
17AD(c)(ii)	Report on Financial Performance		
17AF(1)(a)	Discussion and analysis of the financial performance	A discussion and analysis of the entity's financial performance.	Mandatory
17AF(1)(b)	APPENDIX 1: SEACARE AUTHORITY FINANCIAL STATEMENTS	A table summarising the total resources and total payments of the entity.	Mandatory
17AF(2)		If there may be significant changes in the financial results during or after the previous or current reporting period, information on those changes, including: the cause of any operating loss of the entity; how the entity has responded to the loss and the actions that have been taken in relation to the loss; and any matter or circumstances that it can reasonably be anticipated will have a significant impact on the entity's future operation or financial results.	Not applicable
17AD(d)	Management and Accountability		
	Corporate Governance		Mandatory
17AG(2)(a)	Corporate Governance - Fraud control	Information on compliance with section 10 (fraud systems)	Mandatory
17AG(2)(b)(i)	Corporate Governance - Fraud control	A certification by Accountable Authority that fraud risk assessments and fraud control plans have been prepared.	Mandatory
17AG(2)(b)(ii)	Corporate Governance - Fraud control	A certification by Accountable Authority that appropriate mechanisms for preventing, detecting incidents of, investigating or otherwise dealing with, and recording or reporting fraud that meet the specific needs of the entity are in place.	Mandatory
17AG(2)(b)(iii)	Corporate Governance - Fraud control	A certification by Accountable Authority that all reasonable measures have been taken to deal appropriately with fraud relating to the entity.	Mandatory
17AG(2)(c)	Corporate governance Corporate governance reported in Comcare annual report	An outline of structures and processes in place for the entity to implement principles and objectives of corporate governance.	Mandatory

PGPA Rule Reference	Part of Report	Description	Annual Report page
17AG(2)(d) – (e)		A statement of significant issues reported to Minister under paragraph 19(1)(e) of the Act that relates to non compliance with Finance law and action taken to remedy non compliance.	Not applicable
Audit Committee			
17AG(2A)(a)	Corporate Governance - Audit and Risk Committee	A direct electronic address of the charter determining the functions of the entity's audit committee.	Mandatory
17AG(2A)(b)	Corporate Governance - Audit and Risk Committee	The name of each member of the entity's audit committee.	Mandatory
17AG(2A)(c)	Corporate Governance - Audit and Risk Committee	The qualifications, knowledge, skills or experience of each member of the entity's audit committee.	Mandatory
17AG(2A)(d)	Corporate Governance - Audit and Risk Committee	Information about the attendance of each member of the entity's audit committee at committee meetings.	Mandatory
17AG(2A)(e)	Corporate Governance - Audit and Risk Committee	The remuneration of each member of the entity's audit committee.	Mandatory
External Scrutiny			
17AG(3)	Corporate Governance - External scrutiny	Information on the most significant developments in external scrutiny and the entity's response to the scrutiny.	Mandatory
17AG(3)(a)		Information on judicial decisions and decisions of administrative tribunals and by the Australian Information Commissioner that may have a significant effect on the operations of the entity.	Not applicable
17AG(3)(b)		Information on any reports on operations of the entity by the Auditor General (other than report under section 43 of the Act), a Parliamentary Committee, or the Commonwealth Ombudsman.	Not applicable
17AG(3)(c)		Information on any capability reviews on the entity that were released during the period.	Not applicable



PGPA Rule Reference	Part of Report	Description	Annual Report page
Management of Human Resources			
17AG(4)(a)	Corporate governance reported in Comcare annual report	An assessment of the entity's effectiveness in managing and developing employees to achieve entity objectives.	Mandatory
17AG(4)(aa)	Corporate governance reported in Comcare annual report	Statistics on the entity's employees on an ongoing and non ongoing basis, including the following: (a) statistics on full time employees; (b) statistics on part time employees; (c) statistics on gender (d) statistics on staff location	Mandatory
17AG(4)(b)	Corporate governance reported in Comcare annual report	Statistics on the entity's APS employees on an ongoing and non ongoing basis; including the following: > Statistics on staffing classification level; > Statistics on full time employees; > Statistics on part time employees; > Statistics on gender; > Statistics on staff location; > Statistics on employees who identify as Indigenous.	Mandatory
17AG(4)(c)	Corporate governance reported in Comcare annual report	Information on any enterprise agreements, individual flexibility arrangements, Australian workplace agreements, common law contracts and determinations under subsection 24(1) of the <i>Public Service Act 1999</i> .	Mandatory
17AG(4)(c)(i)	Corporate governance reported in Comcare annual report	Information on the number of SES and non SES employees covered by agreements etc identified in paragraph 17AG(4)(c).	Mandatory
17AG(4)(c)(ii)	Corporate governance reported in Comcare annual report	The salary ranges available for APS employees by classification level.	Mandatory
17AG(4)(c)(iii)	Corporate governance reported in Comcare annual report	A description of non salary benefits provided to employees.	Mandatory

PGPA Rule Reference	Part of Report	Description	Annual Report page
17AG(4)(d)(i)		Information on the number of employees at each classification level who received performance pay.	Not applicable
17AG(4)(d)(ii)		Information on aggregate amounts of performance pay at each classification level.	Not applicable
17AG(4)(d)(iii)		Information on the average amount of performance payment, and range of such payments, at each classification level.	Not applicable
17AG(4)(d)(iv)		Information on aggregate amount of performance payments.	Not applicable
Assets Management			
17AG(5)		An assessment of effectiveness of assets management where asset management is a significant part of the entity's activities	Not applicable
Purchasing			
17AG(6)		An assessment of entity performance against the <i>Commonwealth Procurement Rules</i> .	Not applicable
Reportable consultancy contracts			
17AG(7)(a)	Corporate Governance - consultancy arrangements	A summary statement detailing the number of new reportable consultancy contracts entered into during the period; the total actual expenditure on all such contracts (inclusive of GST); the number of ongoing reportable consultancy contracts that were entered into during a previous reporting period; and the total actual expenditure in the reporting period on those ongoing contracts (inclusive of GST).	Mandatory
17AG(7)(b)	Corporate Governance - consultancy arrangements	A statement that <i>"During [reporting period], [specified number] new reportable consultancy contracts were entered into involving total actual expenditure of \$[specified million]. In addition, [specified number] ongoing reportable consultancy contracts were active during the period, involving total actual expenditure of \$[specified million]"</i> .	Mandatory

PGPA Rule Reference	Part of Report	Description	Annual Report page
17AG(7)(c)	Corporate Governance - Service provision	A summary of the policies and procedures for selecting and engaging consultants and the main categories of purposes for which consultants were selected and engaged.	Mandatory
17AG(7)(d)	Corporate Governance - consultancy arrangements	A statement that <i>"Annual reports contain information about actual expenditure on reportable consultancy contracts. Information on the value of reportable consultancy contracts is available on the AusTender website."</i>	Mandatory
Reportable consultancy contracts			
17AG(7A)(a)	Non-consultancy arrangements	A summary statement detailing the number of new reportable non-consultancy contracts entered into during the period; the total actual expenditure on such contracts (inclusive of GST); the number of ongoing reportable non-consultancy contracts that were entered into during a previous reporting period; and the total actual expenditure in the reporting period on those ongoing contracts (inclusive of GST).	Mandatory
17AG(7A)(b)	Non-consultancy arrangements	A statement that <i>"Annual reports contain information about actual expenditure on reportable non-consultancy contracts. Information on the value of reportable non-consultancy contracts is available on the AusTender website."</i>	Mandatory
17AD(daa)	Additional information about organisations receiving amounts under reportable consultancy contracts or reportable non-consultancy contracts		
17AGA	Service provision, consultancy and non-consultancy arrangements	Additional information, in accordance with section 17AGA, about organisations receiving amounts under reportable consultancy contracts or reportable non-consultancy contracts.	Mandatory

PGPA Rule Reference	Part of Report	Description	Annual Report page
Australian National Audit Office Access Clauses			
17AG(8)		If an entity entered into a contract with a value of more than \$100 000 (inclusive of GST) and the contract did not provide the Auditor General with access to the contractor's premises, the report must include the name of the contractor, purpose and value of the contract, and the reason why a clause allowing access was not included in the contract.	Not applicable
Exempt contracts			
17AG(9)		If an entity entered into a contract or there is a standing offer with a value greater than \$10 000 (inclusive of GST) which has been exempted from being published in AusTender because it would disclose exempt matters under the FOI Act, the annual report must include a statement that the contract or standing offer has been exempted, and the value of the contract or standing offer, to the extent that doing so does not disclose the exempt matters.	Not applicable
Small business			
17AG(10)(a)	Corporate Governance - Service provision	A statement that "[Name of entity] supports small business participation in the Commonwealth Government procurement market. Small and Medium Enterprises (SME) and Small Enterprise participation statistics are available on the Department of Finance's website."	Mandatory
17AG(10)(b)	Corporate Governance - Service provision	An outline of the ways in which the procurement practices of the entity support small and medium enterprises.	Mandatory

PGPA Rule Reference	Part of Report	Description	Annual Report page
17AG(10)(c)	Corporate Governance - Service provision	If the entity is considered by the Department administered by the Finance Minister as material in nature—a statement that “[Name of entity] recognises the importance of ensuring that small businesses are paid on time. The results of the Survey of Australian Government Payments to Small Business are available on the Treasury’s website.”	Not applicable
Financial Statements			
17AD(e)	APPENDIX 1: SEACARE AUTHORITY FINANCIAL STATEMENTS	Inclusion of the annual financial statements in accordance with subsection 43(4) of the Act.	Mandatory
Executive Remuneration			
17AD(da)	Executive remuneration	Information about executive remuneration in accordance with Subdivision C of Division 3A of Part 2 3 of the Rule.	Mandatory
17AD(f)	Other Mandatory Information		
17AH(1)(a)(i)		If the entity conducted advertising campaigns, a statement that “ <i>During [reporting period], the [name of entity] conducted the following advertising campaigns: [name of advertising campaigns undertaken]. Further information on those advertising campaigns is available at [address of entity’s website] and in the reports on Australian Government advertising prepared by the Department of Finance. Those reports are available on the Department of Finance’s website.</i> ”	Not applicable
17AH(1)(a)(ii)	Advertising and market research	If the entity did not conduct advertising campaigns, a statement to that effect.	Mandatory
17AH(1)(b)		A statement that “ <i>Information on grants awarded by [name of entity] during [reporting period] is available at [address of entity’s website].</i> ”	Not applicable
17AH(1)(c)	Disability reporting	Outline of mechanisms of disability reporting, including reference to website for further information.	Mandatory

PGPA Rule Reference	Part of Report	Description	Annual Report page
17AH(1)(d)	Freedom of information	Website reference to where the entity's Information Publication Scheme statement pursuant to Part II of FOI Act can be found.	Mandatory
17AH(1)(e)		Correction of material errors in previous annual report	Not applicable
17AH(2)	Annual occupational health and safety report Corporate governance reported in Comcare annual report	Information required by other legislation	Mandatory





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