



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

SEACARE AUTHORITY 2016–17 CORPORATE PLAN

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Chairperson introduction

I, Barry Sherriff, as the accountable authority of the Seafarers Safety, Rehabilitation and Compensation Authority (Seacare Authority), present the 2016–17 Seacare Authority Corporate Plan, which covers the periods of 2016–17 to 2019–20, as required under paragraph 35(1)(b) of the *Public Governance, Performance and Accountability Act 2013* and section 16E of the *Public Governance, Performance and Accountability Rule 2014*.

Role and purpose of the Seacare Authority

The Seacare Authority is established under the *Seafarers Rehabilitation and Compensation Act 1992* (Seafarers Act) and comprises of a Chairperson and Deputy Chairperson, the Chief Executive Officer of the Australian Maritime Safety Authority (AMSA), two employer representatives and two employee representatives.

The Seacare Authority has functions and responsibilities under the Seafarers Act and *Occupational Health and Safety (Maritime Industry) Act 1993* (OHS(MI) Act), as well as regulations made under those Acts.

In addition, the Minister, by notice published under section 100, has declared that the Seacare Authority to have the functions, powers and obligations of the Seafarers Safety Net Fund (Fund) under the Seafarers Act. The Fund acts in the place of an employer if a default event¹ occurs, enabling employees to lodge a claim event when there is no employer with which to lodge a claim.

The Fund is maintained through the collection of monies from 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 stakeholders the appropriate rate of levy payable before making a recommendation to the Governor General that a regulation be made prescribing that rate. The current levy rate of \$15 per berth took effect on 1 April 2008.

The purposes of the Seacare Authority are to:

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

¹ A default event is defined under section 3 of the Seafarers Act.

Environment

The Seacare Authority is operating in a climate of fiscal constraint and public sector policy reforms, which includes a continued emphasis on regulatory reform.

The Government has previously announced the following decisions which will influence the scheme over the duration of this plan:

- to transfer the functions of the Seacare Authority to the Safety, Rehabilitation and Compensation Commission as part of its smaller government agenda (subject to the passage of legislation)
- reform of the Seacare scheme legislation.

Further there are structural changes occurring in the shipping industry in Australia. These changes, which are likely to see a decline in the number of scheme participants, may have an impact on the Fund, particularly:

- an increased risk of a default event occurring
- a decreased pool of employers in which to collect a levy to maintain the reserves of the Fund.

Performance

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.

Promotion of healthy and safe workplaces

Intended result

- Secure the health, safety and welfare at work of maritime industry employees.
- Protect persons at or near workplaces from risks to health and safety arising out of the activities of maritime industry employees at work.
- Expert advice is available on occupational health and safety matters affecting maritime industry operators, maritime industry employees and maritime industry contractors.
- An occupational environment for maritime industry employees that is adapted to their health and safety needs.
- Cooperative consultative relationship between maritime industry operators and maritime industry employees on the health, safety and welfare of maritime industry employees at work.

Delivery strategy

- Monitor the operation of the OHS (MI) Act.
- Co-operate with the AMSA to progress the work under the 2013–2018 Seacare/AMSA OHS Plan.
- Collect, interpret and report on information, data and trends relating to occupational health and safety to relevant bodies (such as Safe Work Australia and AMSA) and to the scheme to raise awareness of scheme level trends and issues.
- Formulate policies and strategies relating to the occupational health and safety of employees to assist scheme employers in reducing the incidence of injuries to employees.
- Educate scheme stakeholders to facilitate compliance with legislated reporting obligations.
- Oversee the undertaking of the inspectorate functions which are conferred to AMSA under the OHS(MI) Act.
- Accredite occupational health and safety courses for the purposes of section 47 of the OHS(MI) Act.

Performance measurement and assessment

Success	Performance indicator	2016–17 target	2017–18 to 2019–20
Reduction in level of harm in the workplace	Number of claims per 1000 FTE (incidence rate) Number of claims per 1 000 000 hours worked (frequency rate)	Reduction in incidence and frequency rate from the five year average to 2015–16	Reduction in incidence and frequency rate year on year (based on previous five years moving average)
Minimise workplace fatalities	Number of compensated fatalities	0 fatalities	0 fatalities each year
Reduction in incidence of serious injuries	Number of serious claims (involving one week lost time, non-commuting) per 1000 FTE	Reduction in incidence and frequency rate from the five year average to 2015–16	Reduction in rate year on year (based on previous five years moving average)
Regular and consistent reporting by AMSA to the Seacare Authority on its inspectorate role	Satisfaction of Seacare Authority Members with AMSA reporting	100% of Member responses indicate at least 'satisfied' each year	
HSR training courses accredited in line with the Guidelines	Satisfaction of Seacare Authority Members with quality of accreditation papers	100% of Member responses indicate at least 'satisfied' each year	

Promotion of appropriate and timely rehabilitation and compensation

Intended result

- Effective rehabilitation procedures by employers.
- High operational standards of claims management by employers.
- Compliance by employers with the Seafarers Act.

Delivery strategy

- Monitor the operation of the Seafarers Act.
- Drive improvement in return to work outcomes in the scheme by collaborating with health experts and providers and communicating relevant information to scheme stakeholders.
- Promote correct or preferable decisions to the scheme to improve confidence in decision making and to reduce the scheme dispute rate.
- Provide a source of information for employees and employers on the legislation and the claims management processes to minimise the potential for dispute.
- Educate scheme stakeholders to facilitate compliance with legislated reporting obligations.

Performance measurement and assessment

Success	Performance indicator	2016–17 target	2017–18 to 2019–20
Improve return to work rate	Current return to work rate (percentage of injured workers who have returned to work and still at work 8–9 months after injury)	>70%	>70% each year
Reduction in claim determination times	Percentage of claims where actual determination is within statutory time limits	>80%	>80% each year
Reduction in dispute rate	Number of AAT applications as a percentage of claims lodged	<15%	<15% each year
Reduction in claims continuance rate	Number of claims with 12 weeks or more lost time (non-commuting) per 1000 FTE	Reduction in incidence and frequency rate from the five year average to 2015–16	Reduction in rate year on year (based on previous five years moving average)

Success	Performance indicator	2016–17 target	2017–18 to 2019–20
Improved compliance with reporting obligations under the Seafarers Act	Percentage of reporting obligations under the Seafarers Act provided within timeframes	100% compliance with reporting timeframes each year	

Purpose 2: Maintain a scheme safety net that is able to meet its liabilities.

Intended result
<ul style="list-style-type: none"> • Maintain the viability of the Fund in a changing industry environment. • The Fund's target reserve is met.

Delivery strategy
<ul style="list-style-type: none"> • Undertake a biennial (or more frequent as is determined to be necessary) actuarial review of the Fund to determine an appropriate reserve target. • Reserve set by the Seacare Authority based on actuarial advice. • Ensure that the levy rate is based on actuarial advice and adequate to meet and maintain the target reserve.

Performance measurement and assessment

Success	Performance indicator	2016–17 target	2017–18 to 2019–20
The Fund's target reserve is met	Percentage and dollar value of Safety Net Fund against target	Fund audited financial statements indicate assets equal to or greater than reserve	Assets remain greater than or equal to reserve set by Seacare Authority

Risk oversight and management

The Seacare Authority has a strategic risk register that it uses to identify, monitor and mitigate risks to it and the scheme more generally. This risk register is reviewed regularly (at least annually) as part of the Seacare Authority's governance arrangements to ensure that it is current.

The Seacare Authority apply the principles of the Comcare risk management framework for monitoring and review of risk.

Capability

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* requires Comcare to provide the Seacare Authority with secretariat support and other assistance, and to make available the services of such members of its staff as the Seacare Authority reasonably requires.

Comcare, under the Seacare Authority's direction, is responsible for:

- providing secretariat support to the Seacare Authority
- managing the scheme's claims database
- monitoring and reporting on Seacare scheme performance
- preparing the annual report
- reporting to the Minister
- liaising and communicating with scheme stakeholders and other regulators
- managing the annual appropriation for supporting the Seacare function
- managing the Fund and levy collection
- administering any claims made on the Fund.

The capability of the Seacare Authority rests in the appointment of Members who have the relevant experience and knowledge to contribute to its effective operation and fulfilment of its legislative functions.

Comcare staff (secretariat and other) and its systems (including the Seacare Authority claims database) support the Seacare Authority Members in their roles.