



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

CORPORATE PLAN 2020–21

SEACARE

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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Introduction

As the accountable authority of the Seafarers Safety, Rehabilitation and Compensation Authority (Seacare Authority), I am pleased to present the Seacare Authority's 2020-21 Corporate Plan, which covers the period 2020-2024 as required under section 35(1)(b) of the *Public Governance, Performance and Accountability Act 2013*.

I look forward to working with my fellow Seacare Authority Members, the Australian Maritime Safety Authority, Comcare and industry stakeholders to achieve the objectives of this plan.

Barry Sherriff
Chairperson

Purpose

The Seacare Authority is established under the *Seafarers Rehabilitation and Compensation Act 1992* (Seafarers Act) which sets out its functions and responsibilities. The Seacare Authority also has functions and responsibilities under the *Occupational Health and Safety (Maritime Industry) Act 1993* (OHS(MI) Act).

Our purposes are derived from our functions and powers under the Seafarers Act and OHS(MI) Act. These are:

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

The Seacare Authority also manages the Seafarers Safety Net Fund (Fund). The Fund is a safety net “employer” to stand in the place of an extant employer if a default event occurs, enabling injured seafarers to make a claim against the Fund when there is no employer against whom a claim can be made.

Key Activities

In delivering our program of work against the key activities and intended results outlined in table 1 below, the Seacare Authority will be focussing on:

- Engaging with our jurisdiction on a review of feedback on the [Seacare Code of Practice](#), to ensure that the Code reflects better practice safety information.
- Strengthening the delivery of the Seacare Authority's [Mental Health Strategy](#), by providing access to information and support for seafarers who may be experiencing symptoms of mental ill-health as well as information and assistance for their colleagues and employers.
- Reviewing, with the Attorney-General's Department, the factors of exemption under section 20a of the Seafarers Act, to ensure appropriate workers compensation insurance and coverage for industry participants.
- Working with employers in the Seacare scheme to ensure that they are complying with their legislative obligations and undertaking better practice injury management and return to work practices.

Table 1: Seacare Authority’s key activities aligned with its strategic purposes

Purpose 1	Purpose 2
<ul style="list-style-type: none">• Monitor the operation of the OHS(MI) Act and promote compliance.• Proactively engage with jurisdiction on safety issues, including activities undertaken against the Seacare Authority/Australian Maritime Safety Authority Occupational Health and Safety Plan.• Promote better practice occupational health and safety through information and guidance and other agreed cost neutral initiatives.• Drive improvement in return to work outcomes in the scheme through collaboration with health experts, providers and scheme stakeholders.• Promote better practice claims management through provision of relevant information for employees and employers to improve decision making and dispute resolution.• Educate scheme stakeholders to facilitate compliance with legislated reporting and payment obligations.	<ul style="list-style-type: none">• Undertake a biennial actuarial review of the Seafarers Safety Net Fund (Fund) to determine an appropriate reserve target and levy rate.• Monitor potential liabilities or other factors that may reduce the Fund and ensure appropriate actions are taken in a timely manner.• Maintain an adequate level of insurance for the Fund.

Operating Context

Environment

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.

The Seacare Authority is operating in a climate of fiscal constraint, while structural changes in the shipping industry in Australia may involve a decline in the number of scheme participants. These changes have an impact on the Fund, particularly:

- increasing risk of a default event occurring; and
- decreasing the pool of employers from which to collect a levy to maintain the reserves of the Fund.

The Seacare Authority publishes the annual [Seacare Scheme Data report](#), providing an overview of the Seacare scheme and its performance. We continuously monitor other data sources, such as those published by Safe Work Australia, and the operating environment to identify trends within the industry. This assists us in tailoring our activities to ensure we adapt to the changing environment and fulfil our purposes.

Our programs and activities are used by and affect:

- employers and operators covered by the Seacare scheme and their employees;
- individuals making claims for workers’ compensation against the Fund; and
- Australian Government agencies, such as Comcare and the Australian Maritime Safety Authority (AMSA).

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, Comcare provides the Seacare Authority with secretariat support and other assistance and makes 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; and
- administering any claims made on the Fund.

The capability of the Seacare Authority is provided by the appointment of Members and Deputy Members with relevant experience and knowledge to contribute to its effective operation and fulfilment of its legislative functions. A tripartite body, the Seacare Authority comprises representatives of employees, industry bodies and government.

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

Risk oversight and management

The Seacare Authority utilises a Strategic Risk Register to identify, monitor and mitigate risks to both the Authority and the scheme more generally. We recognise and respond to environmental factors in our Strategic Risk Register.

Roles and responsibilities

The Seacare Authority is responsible for monitoring and maintaining its Strategic Risk Register. The Seacare Authority has identified six strategic risks and nine fraud risks. The Comcare and Seacare Authority Audit and Risk Committee provides independent oversight, ensuring compliance with the processes applicable to the risk management framework.

Risk minimisation

We recognise some risk is inevitable, however the Seacare Authority actively works to minimise risks which may cause harm to our financial position, regulatory authority, reputation, stakeholder relationships, legislative obligations and the health and safety of employees covered by the scheme.

The Seacare Authority reviews its strategic risk register at each of its regular quarterly meeting to ensure that its understanding of the risks remains current and to conduct scans of the internal and external environment to identify emerging risks. The Seacare Authority's risks are summarised in Table 2 below. The Seacare Authority regularly monitors the success of risk controls implemented by it and revises or supplements such controls as required.

Table 2: Seacare Authority Strategic Risks

Strategic risk	Mitigation strategies
1. Seacare Authority fails to anticipate changes in the strategic environment and is unable to adequately respond to changes	<ul style="list-style-type: none">• The Seacare Authority monitors its operating environment and engages with scheme stakeholders to consider strategic issues and prioritise actions.• We exercise our legislative powers to provide certainty to scheme operators and employers.
2. Safety performance of scheme deteriorates	<ul style="list-style-type: none">• The Seacare Authority has implemented an OHS plan in conjunction with ASMA and undertakes activities against this plan to promote compliance with health and safety legislation and regulations as best practice.
3. Seacare Authority unable to execute intent of Seacare Corporate Plan	<ul style="list-style-type: none">• We undertake active review and regular reporting of Corporate Plan strategies, and work with Comcare to ensure reasonable and effective resources are available to support the Seacare Authority in its program of work.
4. Ineffective scheme administration and service delivery	<ul style="list-style-type: none">• We undertake active review and regular reporting of Corporate Plan strategies, and work with Comcare to ensure reasonable and effective resources are available to support the Seacare Authority in its program of work.
5. Scheme may become unviable	<ul style="list-style-type: none">• A biennial actuarial review of the Seafarers Safety Net Fund is undertaken by the Seacare authority, with appropriate insurance in place for the Fund.• The Seacare Authority also works with scheme employers to ensure compliance with legislative obligations and promote better practice injury prevention and return to work practices.
6. Poor governance arrangements	<ul style="list-style-type: none">• The Seacare Authority undertakes reviews of governance and delegation arrangements with Comcare on an annual basis to ensure conformance with better practice corporate governance.

Risk management framework

The Seacare Authority applies principles and a framework which align with the *Commonwealth Risk Management Policy* and complies with international risk management standard ISO 31000:2018 and section 16 of the *Public Governance, Performance and Accountability Act 2013*.

Cooperation

As a tripartite body, the Seacare Authority collaborates with government, industry and employee organisations to undertake our statutory duties.

AMSA undertakes the inspectorate function under the OHS(MI) Act and provides the Seacare Authority with regular reports in relation to its inspectorate activity. AMSA also supports the Seacare Authority through provision of information and data on issues impacting the maritime industry and collaborates with the Seacare Authority on our Occupational Health and Safety Plan.

Comcare, as already noted, provides secretariat and other such support so that the Seacare Authority can undertake its functions. Comcare also facilitates collaboration with scheme stakeholders such as Safe Work Australia, and our participation in the National Data Set and the National Return to Work Survey.

Subsidiaries

The Seacare Authority does not have any subsidiary bodies.

Performance

Our performance management framework is responsive to our operating environment and is reviewed on an annual basis. We have established clear linkages between our intended results and key activities, and set targets to demonstrate how the Seacare Authority works to achieve our statutory purposes.

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

Key activity

- 1.1 Monitor the operation of the OHS(MI) Act and promote compliance.
- 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.
- 1.3 Promote better practice through information and guidance and other agreed cost neutral initiatives.

Intended result

- 1.1 The health, safety and welfare at work of maritime industry employees and persons at or near workplaces is secure.
- 1.2 A cooperative consultative relationship exists between maritime industry operators and maritime industry employees on the health, safety and welfare of maritime industry employees at work.
- 1.3 Expert advice is available on occupational health and safety matters affecting maritime industry operators, maritime industry employees and maritime industry contractors.

Measure 1: Performance measurement and assessment

Key Activity	Intended Result	Success	Performance indicator	2020–21	2021–22 and beyond	Method and source
1.1	1.1	Regular and consistent reporting to the Seacare Authority on OHS(MI) Act outcomes.	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.	Consideration of report AMSA provides at each of its regular meetings on its inspectorate role and any additional matters requested by the Seacare Authority.	As per 2020–21	Seacare Performance Indicators reports are tabled and considered with data reported six monthly (at calendar and financial year end), AMSA inspectorate reports are tabled at each regular meeting (quarterly). Source: AMSA data, Seacare data prepared by Secretariat
1.2	1.2	Implementation of actions in accordance with the OHS Plan.	Action taken in accordance with the OHS plan and otherwise as required.	Actions taken in accordance with OHS plan and otherwise as required.	As per 2020–21	Annual OHS plan review, actions identified and implemented with monitoring and assessment of actions taken at six-monthly regular Seacare Authority meetings.
1.3	1.3	Opportunities taken by the Authority to provide information and guidance to scheme participants on actions to address identified health and safety issues and priorities.	The Seacare Authority has policies and guidance which are adapted to health and safety needs of scheme participants.	Seacare Authority policies and guidance materials updated as appropriate.	As per 2020–21	New/revised policies and guidance materials are tabled at Seacare Authority meetings for consideration.

Measure 2: The Seacare Authority promotes timely rehabilitation and compensation

Key Activities

- 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.

Intended result

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

Measure 2: Performance measurement and assessment

Key Activity	Intended Result	Success	Performance indicator	2020–21	2021–22 and beyond	Method and source
2.1	2.1	Improved return to work outcomes.	Action is taken by the Seacare Authority to promote appropriate and timely rehabilitation and compensation activities.	The Seacare Authority identifies and actions opportunities to promote appropriate and timely rehabilitation and return to work.	As per 2020–21	Seacare Performance Indicators are tabled and considered against reported data (at calendar and financial year end) and action taken to promote improved performance. Source: Seacare data prepared by Secretariat.
2.2	2.2	Guidance material on claims management available to all scheme stakeholders, and scheme guidance is assessed as being easily accessible, up to date and appropriate.	Feedback indicates that scheme stakeholders are, on average, satisfied with the availability, currency and content of guidance on claims management.	Performance data is reviewed to identify areas for improvement; the Seacare Authority's guidance to promote improved performance is considered and revised as necessary.	As per 2020–21	Seacare Performance Indicators are tabled and considered against reported data (at calendar and financial year end) and action taken to promote improved performance. Source: Seacare data prepared by Secretariat.
2.3	2.3	Employer compliance with reporting and payment obligations under the Seafarers Act and Levy Collection Act.	Employer reporting and payment obligations under the Seafarers Act and Levy Collection Act provided within required timeframes.	Employer compliance is monitored and action taken to encourage 100% compliance.	As per 2020–21	Reports of employer compliance with obligations tabled and reviewed at regular meetings and action taken as appropriate to promote compliance. Source: Seacare data prepared by Secretariat

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

Intended result

- 3.1 The viability of the Fund is maintained in a changing industry environment.
- 3.2 The Fund's target reserve is met.
- 3.3 Adequate insurance for the Fund is maintained.

Key Activities

- 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.

Measure 3: Performance measurement and assessment

Key Activity	Intended Result	Success	Performance indicator	2020–21	2021–22 and beyond	Method and source
3.1	3.1	The viability of the Fund is maintained in a changing industry environment.	The Fund maintains an appropriate reserve in line with recommended target.	Re-assessment of significant claims liabilities undertaken, reserve confirmed and action taken to address potential deficiency (if identified).	Actuarial assessment undertaken in 2021–22, 2023–24.	Reports on the status of the fund and potential liabilities against the Fund are tabled at each meeting, implications considered and action taken if required. Source: Seacare data prepared by Secretariat, valuation provided by external Actuary.
3.2	3.2	The Fund's target reserve is and will continue to be met.	There is an appropriate pool of levy payers and the Fund maintains an appropriate reserve target.	Available assets meet or exceed the reserve (100%).	As per 2020–21	Reports on the status of the fund and potential liabilities against the Fund are tabled at each meeting; implications considered and action taken if required. Source: Seacare data prepared by Secretariat.
3.3	3.3	Insurance effected in accordance with the Seafarers Act and on terms necessary to provide optimal protection to the assets of the Fund.	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.	Appropriate insurance in place.	As per 2020–21	Insurance arrangements and terms reviewed annually, and optimal insurance affected.

Appendix

This corporate plan has been prepared in accordance with the requirements of:

- subsection 35(1) of the PGPA Act and;
- the PGPA rule 2014.

The following table details the requirements met by the Seacare Authority's corporate plan and the page reference(s) for each requirement.

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