

I would like to point out that I have over 30 years' experience in health and safety, I have worked in multinational organisations, small and medium sized businesses and have consulted to over 200 private and government organisations. I have qualifications in safety, industrial relations, commerce, auditing and training.

My response to the Focus questions are as follows:

**☐ Focus question 1: What is your view of the proposed standard licence conditions?**

A condition of licence should include a Regulator Safety Audit against the established **National Self-Insurer OHS Audit Tool**.

**☐ Focus question 2: What is your view of the appropriateness of the draft top tier measures for conduct and claims management to set SIRA's expectations of insurance performance?**

The requirements of the top tier measures should include these licence conditions:

- at least 3 yearly Regulator safety audits against the National Self-Insurer OHS Audit Tool;
- at least 3 yearly Regulator workers compensation audits;
- annual internal safety management system and WHS compliance audit requirements; and
- annual internal workers compensation audit requirements.

**☐ Focus question 3: Are there any other areas or measures that should be considered?**

All tiers should include these licence conditions:

- 3 yearly Regulator safety audits against the National Self-Insurer OHS Audit Tool;
- 3 yearly Regulator workers compensation audits;
- annual internal safety management system and WHS compliance audit requirements; and
- annual internal workers compensation audit requirements.

**☐ Focus question 4: What is your view on applying the same assessment criteria to applications for a new self-insurer licence?**

I am supportive of having the same assessment criteria for applications for new self-insurance licences, in addition this should include a licence condition where there is a regulator safety audit against the full National Self-Insurer OHS Audit Tool with a minimum score of 75% per category before a Self-Insurer Licence is awarded.

**☐ Focus question 5: What is your view of the allocation of new self-insurers to the mid-tier for their first year under licence?**

As with any program, process or system it is practical to **start at the bottom tier** not mid tier

**☐ Focus question 6: What is your view on the requirement for self-insurers to submit a business plan to outline their strategic direction consistent with licensed insurers?**

I support this requirement.

- **Recommendation 8: Remove the OHSMS self-audit and OHSMS audit requirements from the self-insurance licensing framework. Instead, rely on the existing WHS engagement and enforcement activity undertaken by SafeWork NSW that applies to all employers in NSW. Also, establish a new and contemporary framework for referring any WHS issues that come to SIRA's attention to SafeWork NSW.**

My response to this question requires some explanation, the existing WHS engagement and enforcement activity undertaken by SafeWork NSW, I believe is inadequate, SafeWork NSW lack the resources to monitor safety compliance in NSW.

“At the end of June 2009 there were 680,200 operating businesses in NSW”, I have been advised that there are around 300 plus SafeWork NSW staff, I believe that it would be difficult for SafeWork NSW to visit each business in a single year or even over 3 years. Statistics demonstrate that fatalities are reducing in NSW however “over 100,000 work related injuries and illnesses are reported to us each year. Sadly, a small percentage of those workers are fatally injured in the course of their employment”. This does not include the non reported incidents and near misses, in businesses that are not complying.

Organisations that are Self Insured typically are best practice organisations, this level of achievement has developed over the years, these best practice organisations use other secondary organisations. The safety management system of these secondary organisations is required to be at a high standard to do business with the Self Insured organisation. If their safety management system is not up to that standard, then these secondary organisations must improve. There is an osmotic process where there is a gradual absorption of knowledge and practices from the Self Insured organisation to these secondary organisations, this is the initial link in the chain of safety awareness that spreads to other organisations that conduct work for the secondary organisations. This spread of safety awareness is an unrecognised major contributor to the reduction of fatalities.

If there are no OHSMS self-audit and OHSMS regulator audits there will be no best practice self insured organisations. There will only be well financed self insured organisations.

Based on the above I would support the current, proven process of 3 yearly Regulator safety audits against the National Self-Insurer OHS Audit Tool

I am available to discuss my position on these questions at your convenience.

Regards  
Les Vozzo