

# Statewide

## **GROUP TRAINING SA**

*WORKCOVER SABS LEVEL 3 ACHIEVER*

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Statewide Group Training would like to make the following points for consideration by the Commission into their inquiry into Workers Compensation Productivity.

**1. PUBLIC LIABILITY INSURANCE**

Some Insurers in the insurance industry have made it quite clear to their clients, when they renew their policies, that if they employ labour hire or Group Training personnel that their policy will cover them, but at a higher rate, if employers do not use these personnel, then the premium is less.

This has meant that some Host Employers have given back apprentices because of this action by their insurer.

Renewal of our public liability policy met that we were required by the insurance company to put the attached rider to our Host Employer Agreement for any new business, to indemnify us for any costs incurred in a claim.

This has meant that some Host Employers would not sign this agreement and consequently we have lost the business.

We have been in business for some 16 years and have had NO CLAIMS against our public liability insurance.

**2. WORKCOVER INCENTIVE SCHEMES**

At the Adelaide hearing, Mr Kevin Purse, in his submission, made reference to the incentive scheme that Workcover Corporation in Adelaide has had in place over a number of years and that it is not working as the Corporation would have liked.

We, as a Group Training Company, have been involved in this incentive process over the past 5 years and it has made a big improvement to our business.

We are committed to reducing our injury rate and as the attached graph shows, we have quietly achieved this over the past four years. This is due to our involvement in the scheme, and also to the commitment from the Management of the Company to the continuous improvement in both OHS and Workcover related issues.

To say that it is not making a difference, in part is correct, but there are those company's that take that commitment seriously and have achieved the outcomes that have made a difference.

**3. THIRD PARTY WRONG DOERS PROSECUTION**

In the Stanley Review of the Workers Compensation and Rehabilitation Act, the particular section of the Act, Section 54, which deals with prosecutions of third parties has put a recommendation to the State Government that Host Employers who employ Group Training personnel e.g. apprentices/trainees be looked upon as a co-employer and will then be exempt from prosecution under the Act.

Group Training, who employ some 40,000 apprentices/trainees Australia wide, is providing the needs of industry to skill young people to take up the role of tradespeople. It is reported widely about the lack of tradesmen in industry and so Group Training company's are meeting this challenge.

However, if in this jurisdiction e.g. South Australia, Host Employers are to be prosecuted under the Act, it does not help industry to have the flexibility of choice of the options available to them when deciding to put on an apprentice/trainee.

The need for uniformity in the treatment of Host Employers in each jurisdiction would be of benefit to industry as a whole. It would open up more opportunities to employ apprentices/trainees and would also open up an even more co-operative effort between Group Training and the Host Employer. It would also provide more skilled young people to service the shortfall of skilled tradespeople in Australian industry.

#### 4. LEVY CALCULATION

The calculation of workcover levies in the South Australian jurisdiction is not an easy one to follow. Since the introduction to the labor hire industry of the 3 categories for labor hire industry it had caused confusion in the Industry.

A more equitable system would ease the burden on employers. To have Group Training assessed in the South Australian jurisdiction as labor hire does not help the cause of training apprentices/trainees for industry.

If we take this view further, and recognise that Group Training trains the future tradespeople of South Australia, to have the impost of such a high levy thrust upon it, makes it difficult to keep the numbers in training continuing to grow. If Group Training can be taken out of labor hire category and be set up as an industry in its own right under Workcover in all jurisdictions, then this will benefit the industry. It will encourage the industry, as a whole, to continue on the continuous improvement model in injury management. It will send the message to Group Training that Workcover recognises the difference of this industry to the labor hire industry.

Group Training have their apprentices for four years and provide much more than labor hire companies. The additional services provided by Group Training are:

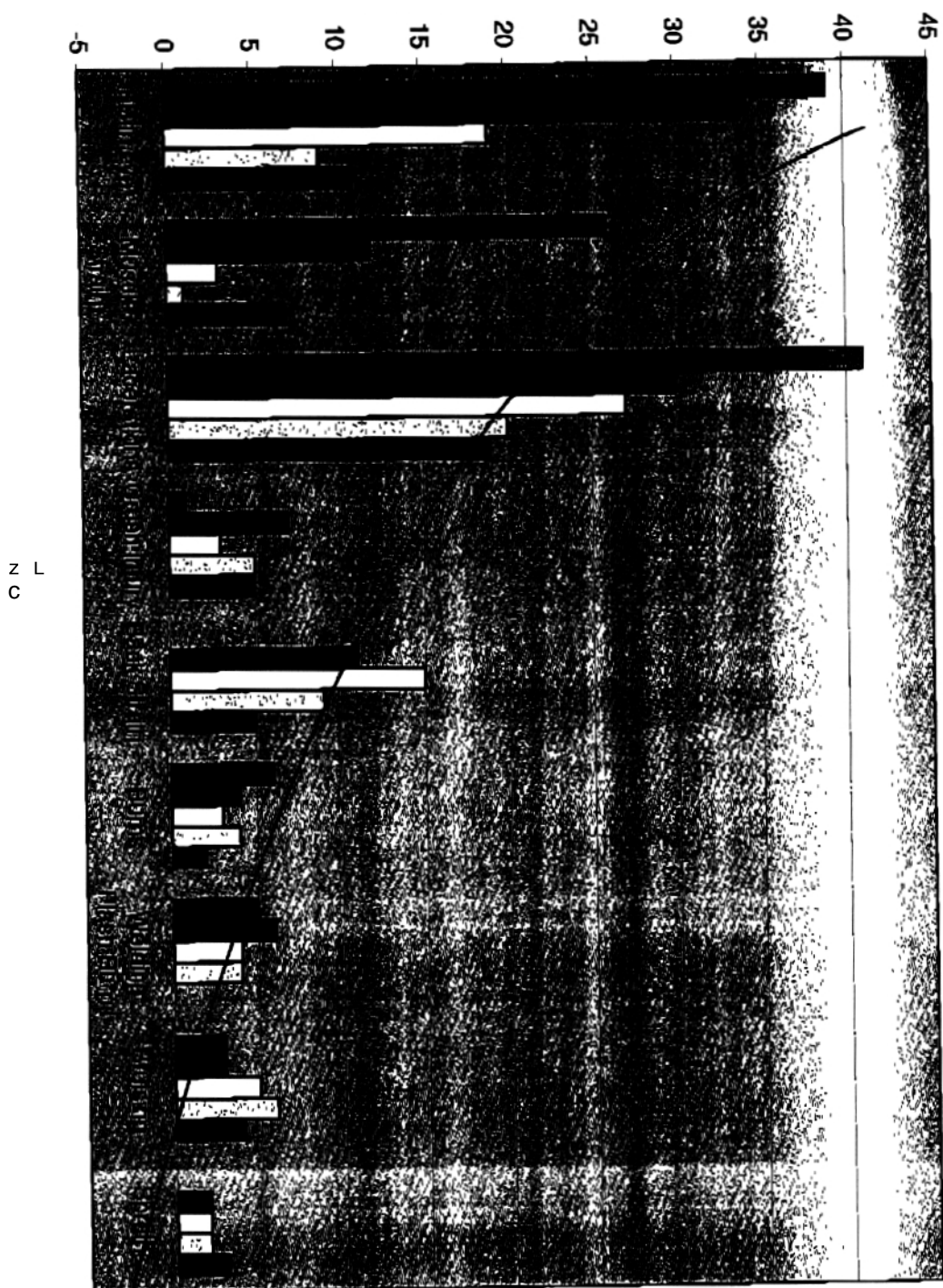
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- Pastoral Care
- Mentoring
- 8 weekly visitations
- Counselling
- OHS Training (e.g. Hazard Identification, Manual Handling)
- Inductions (initial, follow up and at anniversary date of employment)
- Scheduled Re-inspection of worksites

So the case for having a category for Group Training is valid and it should be given some credence within the jurisdictions.

PAMELA DATSON  
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STATEWIDE GROUP TRAINING

NUMBER OF INJURIES



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