



Australian Government
Safety, Rehabilitation and
Compensation Commission

Safety, Rehabilitation and Compensation Commission

STRATEGIC PLAN 2009–2012

Vision: Australia's Safest Workplaces

Goals

The Safety, Rehabilitation and Compensation Commission (the Commission) seeks to improve occupational health and safety, rehabilitation and workers' compensation outcomes in the Comcare scheme by:

- Working in partnership with employers and employees to create healthy and safe workplaces and assist injured workers
- Providing advice to the Minister on issues relating to occupational health and safety, rehabilitation and workers' compensation
- Effectively regulating the scheme in collaboration with Comcare by adopting consistent regulatory policies and practices
- Monitoring the performance of determining authorities to ensure equity of outcomes resulting from their administrative practices and procedures
- Making decisions that are transparent, accountable, consistent and proportionate.

Roles and Accountabilities

The Commission is a statutory authority established under section 89 of the *Safety, Rehabilitation and Compensation Act 1988* (SRC Act). The Commission has powers and functions in relation to workers' compensation under the SRC Act and powers and functions in relation to occupational health and safety under the *Occupational Health and Safety Act 1991* (OHS Act).

The Commission's Strategic Plan forms one element of the Commission's Accountability Framework. The Accountability Framework consists of the following elements:

- Accountability Statement – providing the link between who the Commission is accountable to and what the Commission is accountable for, and how the Commission will perform its functions
- Strategic Plan – providing the broad strategic direction of the Commission in achieving its functions and performing its role
- Business Plan – providing the activities to be undertaken by the Commission during the year in support of the strategic directions.

The Strategic Plan articulates the strategic intent of the Commission in key result areas under the SRC and OHS Acts. The Strategic Plan is accompanied by the Commission's assessment of strategic risks associated with the direction of the Commission.

SRC Act

Key Result Area	Strategic Intent	Key Risks/Threats
Workers' Compensation	<ul style="list-style-type: none"> • Maintain compensation benefits at appropriate levels including monitoring the benefits provided by the State schemes. • Ensure equity of outcomes in administrative and practices and procedures. • Achieve best practice in claims management through provision of guidance material. • Improve knowledge of how workers' compensation benefits can contribute to social capital at community/population level. 	<ul style="list-style-type: none"> • Legislative amendments to benefits dependent on Government's broader legislative priorities and Parliamentary processes
Rehabilitation	<ul style="list-style-type: none"> • Ensure employers take account of new research in injury management and rehabilitation. • Increase focus on management and rehabilitation of disease claims to take account of changing injury/disease profile. • Improve return to work outcomes. 	<ul style="list-style-type: none"> • Employers don't take account of new treatment methodologies for injury management and rehabilitation
Licensing	<ul style="list-style-type: none"> • Proactively monitor financial status of licensees. • Promote outcome based regulation and accountability for performance. • Respond to Comcare review outcomes. 	<ul style="list-style-type: none"> • Global Financial Crisis results in licensee failure • Resource constraints limit possible responses to Comcare Review
Scheme Finances	<ul style="list-style-type: none"> • Ensure liquidity ratio maintained at sufficient level to service future claims liabilities. • More effective engagement with stakeholders on regulatory and licence fees. • Ensure Scheme financial resources can meet regulatory responsibilities. • Ensure scheme ready to address inability of any licensee to meet its liabilities and responsibilities. 	<ul style="list-style-type: none"> • Continued economic downturn has further negative impact on liquidity ratio • Stakeholders don't engage with regulatory and licensing fees change process
Corporate Governance	<ul style="list-style-type: none"> • Ensure Commission's corporate governance arrangements conform to best practice. 	<ul style="list-style-type: none"> • Lack of Commission focus and engagement in governance issues • Lack of Comcare accountability to the Commission

OHS Act

Key Result Area	Strategic Intent	Key Risks/Threats
OHS Regulatory Framework	<ul style="list-style-type: none"> Respond quickly and favourably to OHS model laws process Respond to Comcare Review outcomes Ensure jurisdiction is aware of new and additional requirement resulting from model laws 	<ul style="list-style-type: none"> Resource constraints limit ability to respond to OHS model laws outcomes and Comcare Review OHS model laws not passed by Commonwealth Parliament Failure of States to pass model laws
OHS Prevention	<ul style="list-style-type: none"> Prepare/develop range of interventions to address shift from injury to disease Develop, implement and evaluate evidence-based prevention interventions in priority areas 	<ul style="list-style-type: none"> Employers fail to respond to interventions
OHS Compliance and Enforcement	<ul style="list-style-type: none"> Ensure compliance and enforcement policies and approaches are consistent with harmonised policies Promote awareness of duty holders' responsibilities resulting from model laws Respond to Comcare review by adopting a more proactive compliance and enforcement stance 	<ul style="list-style-type: none"> Resource constraints limit ability to adopt more proactive compliance and enforcement stance