

Protecting and supporting your community

# **Adelaide Education Forum**

### Building Resilience in Times of Change & Governing for Vulnerable People

Wednesday 2<sup>nd</sup> October



Topic & Speakers	
Welcome and Introduction	Nick Henley, State Manager
Keynote Speaker 1:	Adriaan den Dulk, Senior Risk Consultant
<b>Building Resilience in Times of Change</b>	
Morning Tea @ 10:20am (15 minutes)	
Keynote Speaker 2:	Diana Borgmeyer, CEO Ansvar Risk
Governing for Vulnerable People	
Q & A	Diana Borgmeyer and Adriaan den Dulk
Forum Close	Nick Henley, State Manager
Networking Lunch @12pm (30 minutes)	

### **Competition: Charity Donation**

### WIN a \$500 Donation to a charity of your choice



### **Business Card Draw**

- How to enter? Put your business card in the assigned bowl
- Haven't entered yet? Enter during the morning tea break
- Don't have your business card? Tell us and we'll pop your name on a blank card to enter you
- Winner to be picked before the end of the forum



## **Brochure Pack**

#### Who We Are – Take home information

- Insurance & Risk Summary
- CEP Overview Grant applications currently open (close Monday 14<sup>th</sup> October)
- Ansvar Risk Your Risk Expert
- Online Risk Tools
- Risk Partnerships such as Employee relations advice line
- Consultancy & Workshops Risk maturity model
- Good Governance Actions to take now
- Risk Quality Surveys Multitude of risk engineering services, also fee-for-service
- Business Resilience Handbook Digital version on Ansvar Risk website
- Ansvar's approach to the Disability Royal Commission
- SA Contact list





Protecting and supporting your community



### Who We Are



Ansvar is a specialist risk and insurance provider to the Australian Care, Community, Education, Faith and Heritage/ Property Owners sectors.

Ansvar is a wholly-owned subsidiary of UK based Ecclesiastical Insurance Group (EIG).

The principal shareholder of EIG is AllChurches Trust – one of the UK's largest charities.

# Community Giving

CONTRIBUTING OVER \$10 MILLION IN THE PAST 20 YEARS

Ansvar has a long history of Community Giving, providing support to community groups through:

- Strategic Partnerships
- Sponsorships
- Donations
- Staff Volunteer Days
- Community Education Program Grants (see brochure in your pack for details)













### **Our Vision**

### "To be the most trusted and ethical specialist insurer within our core sectors"



### We risk manage & insure

### LEADING SPECIALIST PROVIDER TO FIVE CORE SECTORS

#### Community



Care



Faith



Education



**Property Owners** 





### Ansvar Risk



We know that keeping your organisation resilient and your people safe is more than providing insurance cover and compensation. It's about supporting, educating and providing risk management tools so your organisation is fully equipped to manage risks.

### **Enterprise Risk Management**

- Consultancy & Workshops; educational forums
- Online Risk Tools
- Risk Partnerships such as employee relations advice line

### Risk Engineering

- Sum Insured Assessments
- Roof Inspections
- Vegetation Stress
- Insightful Reporting
- Fee for Service

### **Speakers**

Diana Borgmeyer Ansvar Risk CEO



Adriaan den Dulk Ansvar Senior Risk Consultant







# Building Resilience in Times of Change

Adriaan den Dulk MAICD, ANZIIF (Snr. Assoc.), CIP Ansvar Risk Senior Risk Consultant

### **Building Resilience in Times of Change**





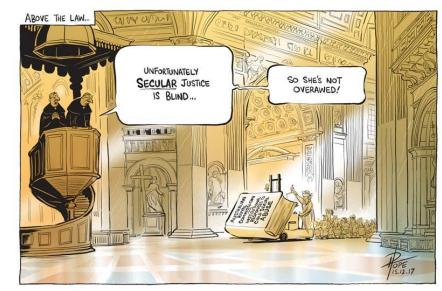
### 1. Recent Royal Commissions



"Temper your sense of Justice" — How CBA's Ian Narev decided to keep selling useless credit

card insurance









### 2. Global trends in issues

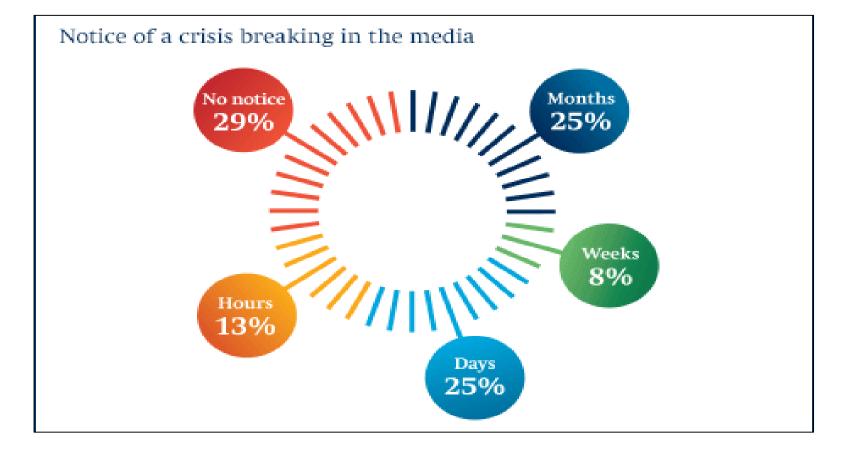
- Escalating media reporting, more invasive approach
- The multiple roles of social media
- Greater "accountability" demands
- From oil spills through corporate collapses to sexual harassment
- Employees and management mostly responsible
- Reputation of an organisation increasingly recognised as a legitimate corporate asset



# 2. Global trends in issues (continued)

- 14 per cent 'sudden' without warning
- 86 per cent
   'smouldering'

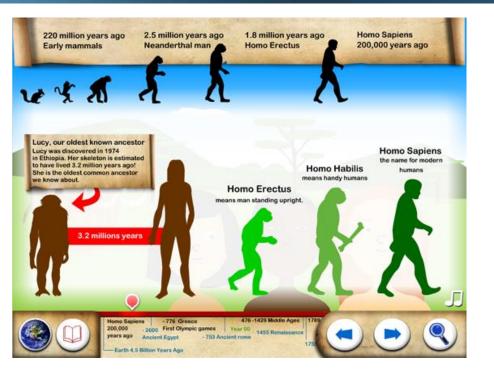
15



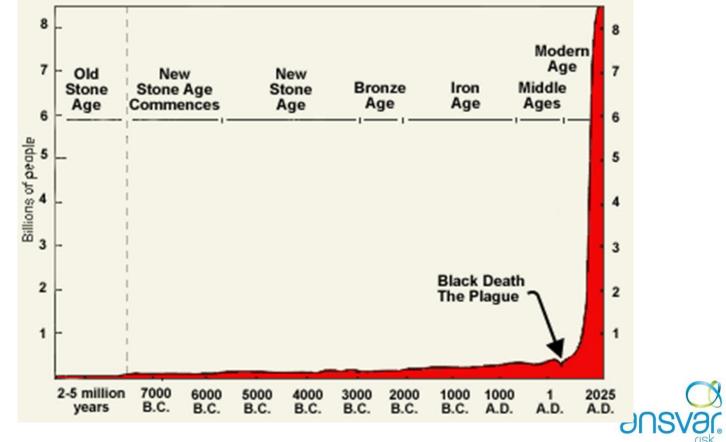
908







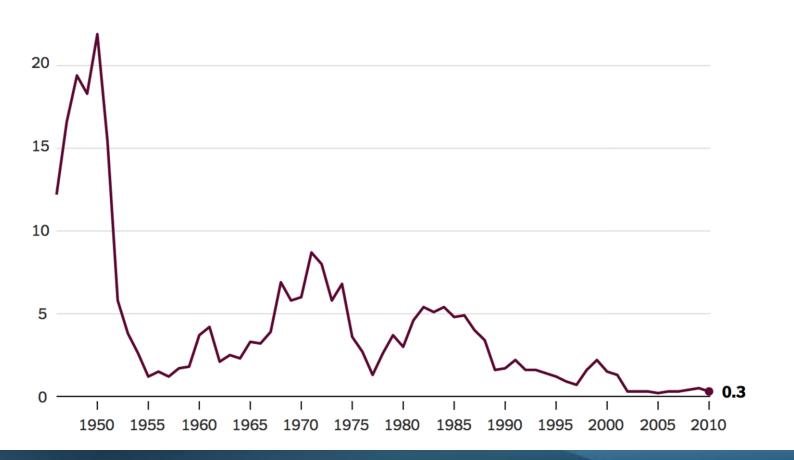
#### World Population Growth Through History



### A Safer World

The number of people who have died in wars has declined sharply since the 20th century.

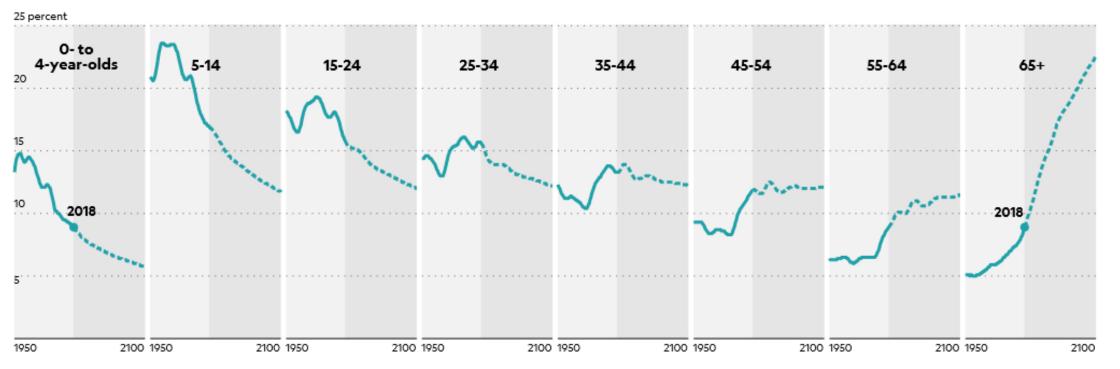
#### Battle-related deaths per 100,000 people\*





### Older populations are rising

By 2100, almost one in four people will be 65 years old or older, while one in 20 will be younger than five.



KENNEDY ELLIOTT, NGM STAFF. SOURCE: UNITED NATIONS

### **2017 Index of Economic Freedom**

Economic Freedom Score 100 - 80 Free 79.9 - 70 Mostly Free 69.9 - 60 Moderately Free 59.9 - 50 Mostly Unfree 49.9 - 40 Repressed Not ranked

#### Article & Sources:

https://howmuch.net/articles/economic-freedom-gdp-per-capita http://www.heritage.org/ http://www.imf.org



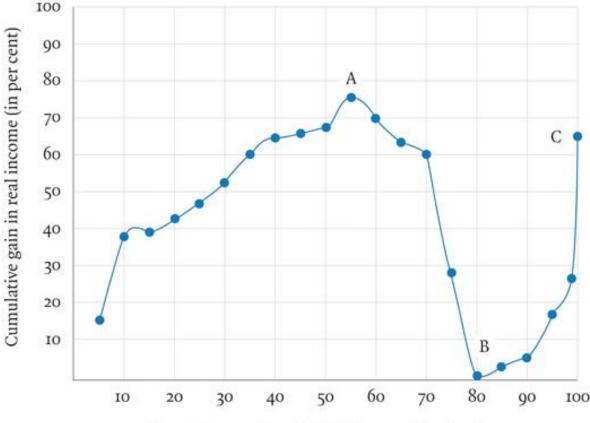
howmuch ""

## Global trends in issues

### Workers produced much more, but typical workers' pay lagged far behind

Disconnect between productivity and typical worker's compensation, 1948–2013





Ventile/percentile of global income distribution

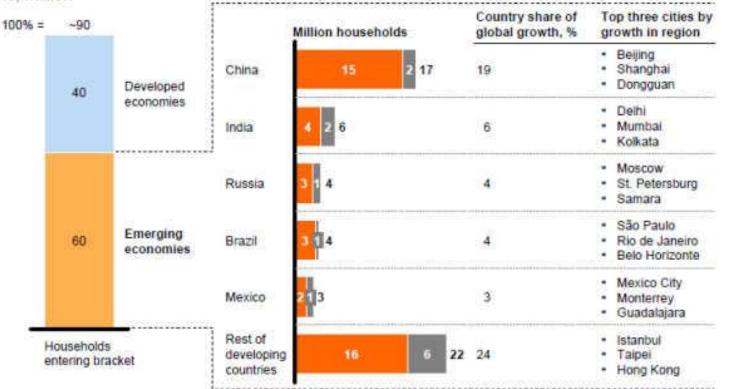


**Note:** Data are for compensation (wages and benefits) of production/nonsupervisory workers in the private sector and net productivity of the total economy. "Net productivity" is the growth of output of goods and services less depreciation per hour worked.

Source: EPI analysis of Bureau of Labor Statistics and Bureau of Economic Analysis data

#### Cities in emerging markets will account for 60 percent of new high-income households by 2025

Growth in urban households with income above \$70,000, 2010-251 %; million



1 Annual income at 2005 PPP. SOURCE: McKinsey Global Institute Cityscope 2.0



ESTIMATES

Emerging 440

Other cities





"Unaddressed Anxieties Lead to Mutinies" – Paul Collier

Within the bottom billion the interests of ordinary citizens seldom prevail in the struggle for power. The international community has yet adequately to face this grim fact. Policies have lurched between the passivity that allowed genocide in Rwanda and the aggression that produced the invasion of Iraq.







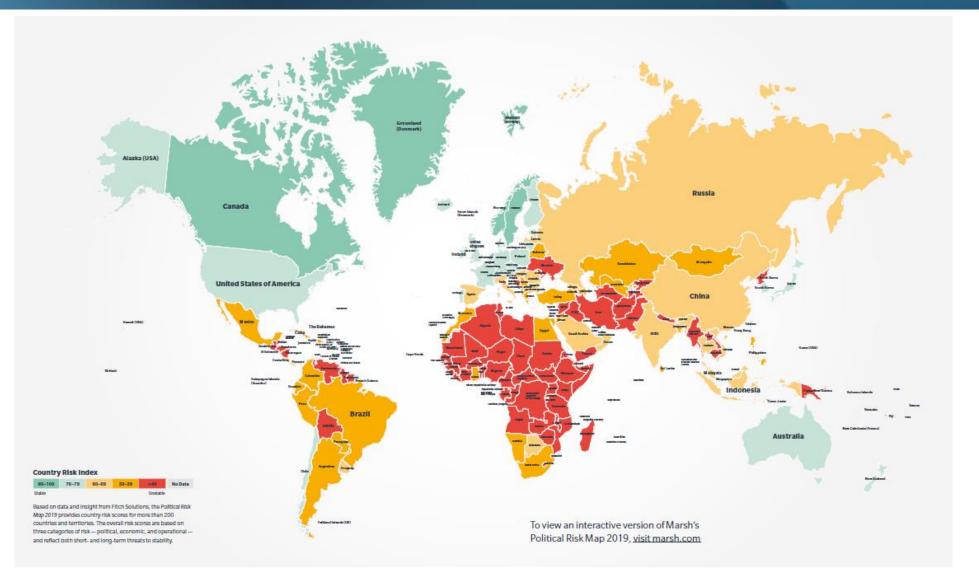


"If you believe you are a citizen of the world, you're a citizen of nowhere", British Prime Minister, Theresa May at the Conservative Party Conference 7<sup>th</sup> October 2016

### MAKE AMERICA GREAT AGAIN!



The US has turned towards protectionism US imports subject to tariffs, 2018 (\$bn) 1000 "I do nothing for Muslims or for Hindus. Whatever do, do for 50 million 800 Gujaratia." Narendra Modi to Sachar Committee 600 Proposed 400 200 Implemented 0 Feb Jan Source: Goldman Sachs





#### Distressing Sub-Saharan Africa\* Public and publicly guaranteed external government debt As % of gross national income Bilateral debt relief starts 60 CHAD Multilateral debt relief 40 GHANA **KENY** Private creditors **Official** Bonds CONGO-BRAZZAVILLE creditors Commercial banks Government debt **Bilateral** Other 2018<sup>†</sup>, as % of GDP ZAMBIA 20 More than 75 50-75 Multilateral 25-50 MOZAMBIQUE Less than 25 - 0 No data 1990 95 2000 05 10 16 \*Excluding Mauritania and Djibouti <sup>†</sup>Forecast Source: IMF

ansvar.

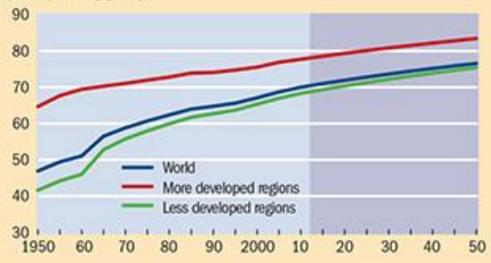
Economist.com

#### Chart 1

#### Living longer

Life expectancy is increasing worldwide and is projected to continue to rise in coming decades.

(life expectancy, years)

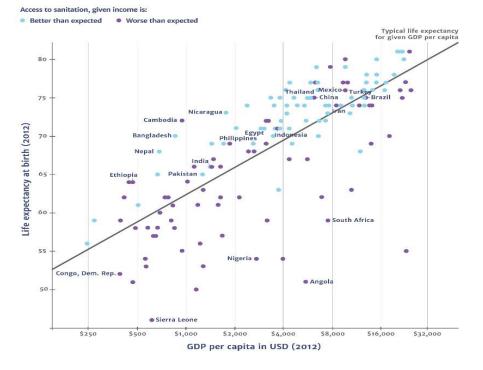


Source: United Nations, World Population Prospects (2013).

Note: The United Nations Population Division classifies the "more developed regions" as Europe, North America, Australia/New Zealand, and Japan; the "less developed regions" comprise Africa, Asia (excluding Japan), Latin America and the Caribbean, Melanesia, Micronesia, and Polynesia. Data after 2012 are projected.

#### LIFE EXPECTANCY IS LONGER WHERE THERE IS BETTER SANITATION

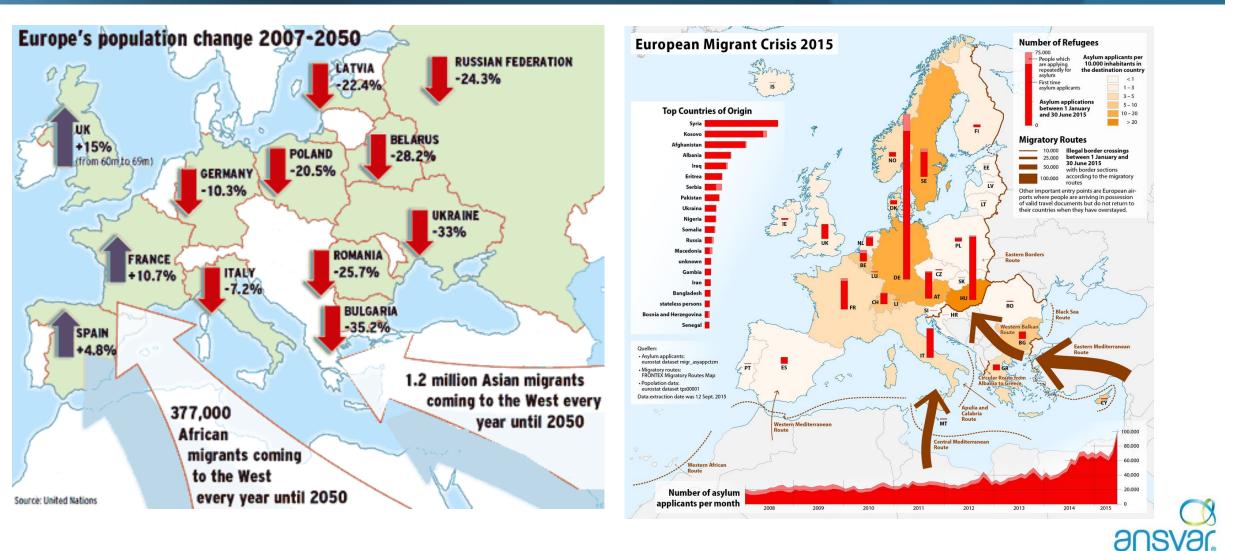
Controlling for income, increasing access to sanitation in a country by 50% is correlated with more than nine years of additional life expectancy.



Graph includes all countries with a GDP per capita of less than \$25,000 for which data was available, high-income countries were excluded as almost all have close to 100% sanitation rates. Sanitation and life expectancy data are from the World Health Organization, income data is from the World Bank and the calculations are the Review's own. Results are statistically significant at 1%, T-value-5.33, p-value-0.000

Review on Antimicrobial Resistance





risk





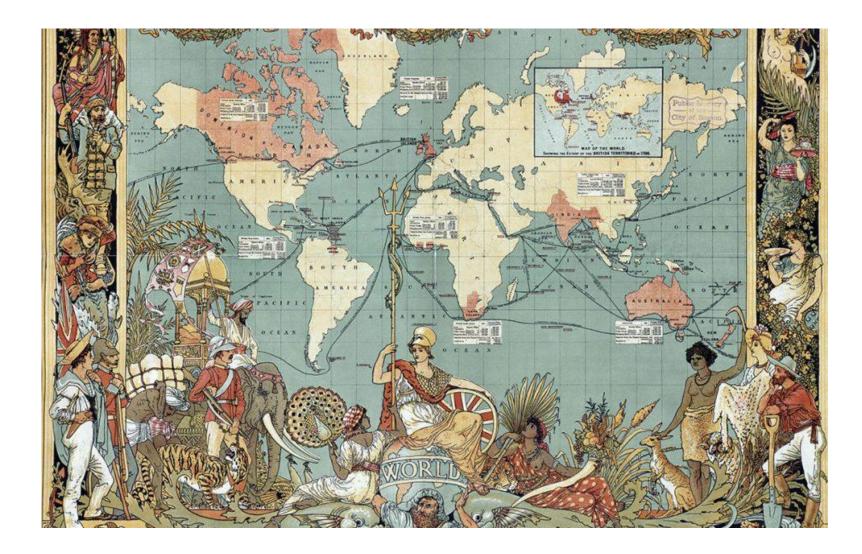




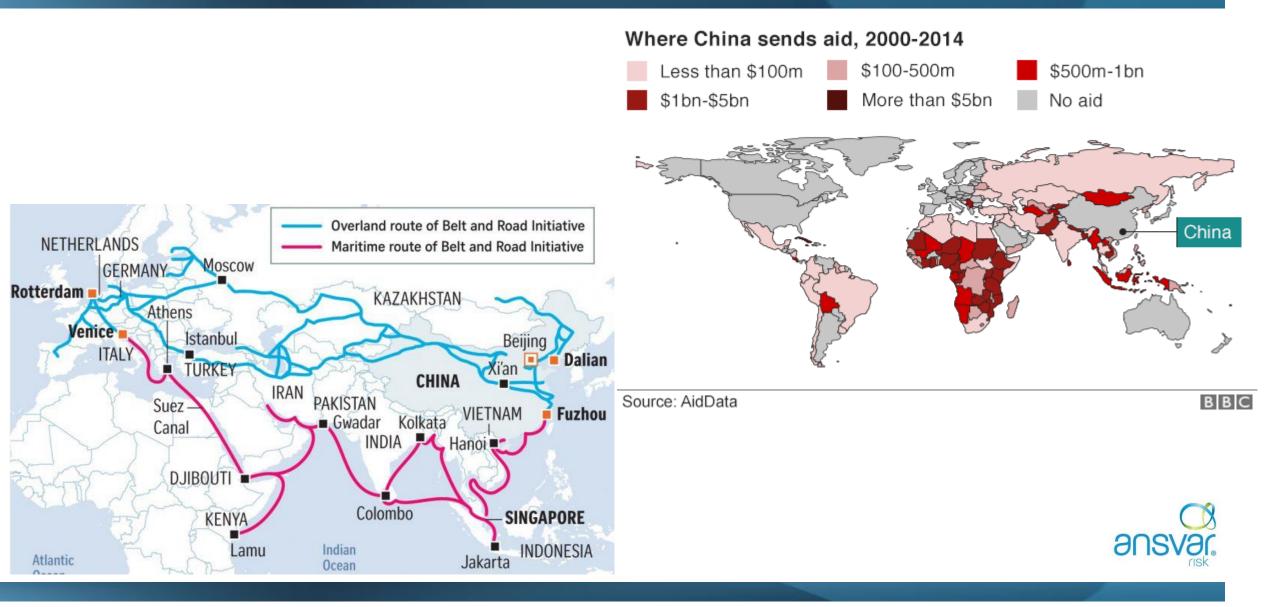












### Evolution of the earth's economic centre of gravity

AD 1 to 2025

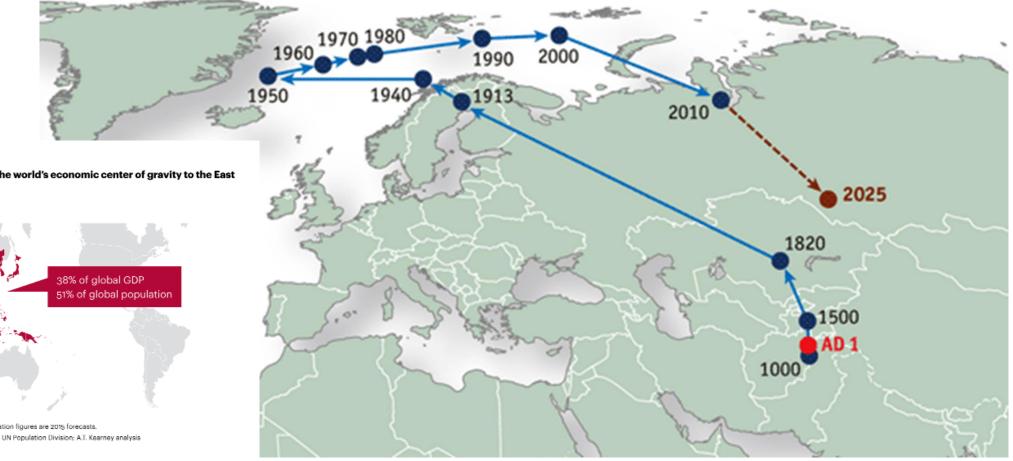


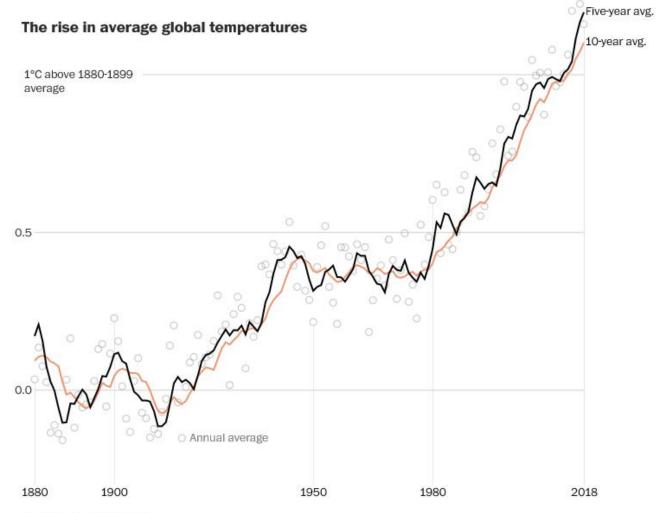
Figure 12

Asian economic power is growing, shifting the world's economic center of gravity to the East

Global economic center of gravity



Sources: Global Policy (Vol. 2, Issue 1), IMF World Economic Outlook, UN Population Division; A.T. Kearney analysis



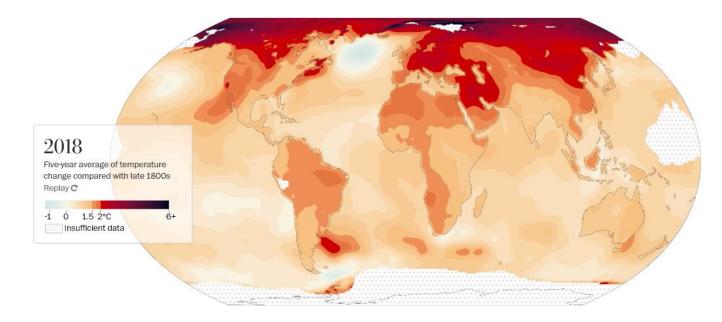


Source: Berkeley Earth

The Washington Post Democracy Dies in Darkness

#### 2°C: BEYOND THE LIMIT

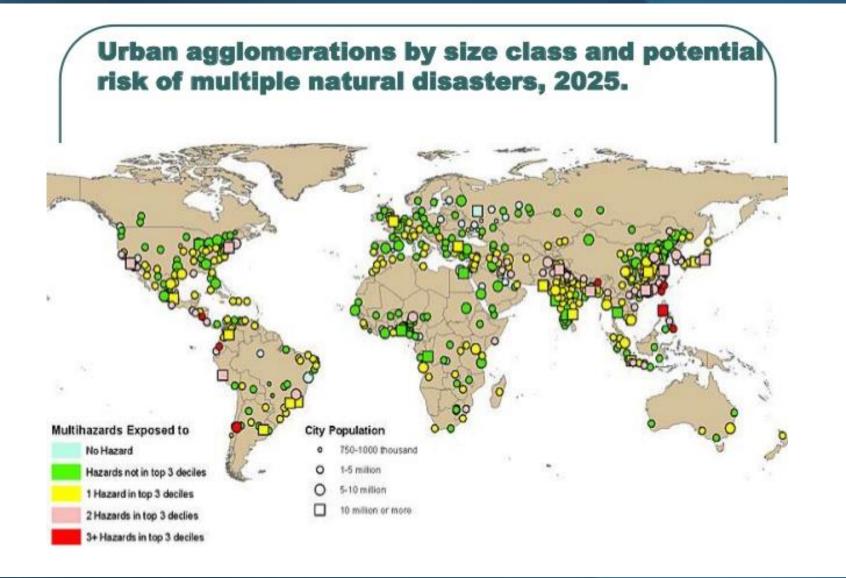
Dangerous new hot zones are spreading around the world





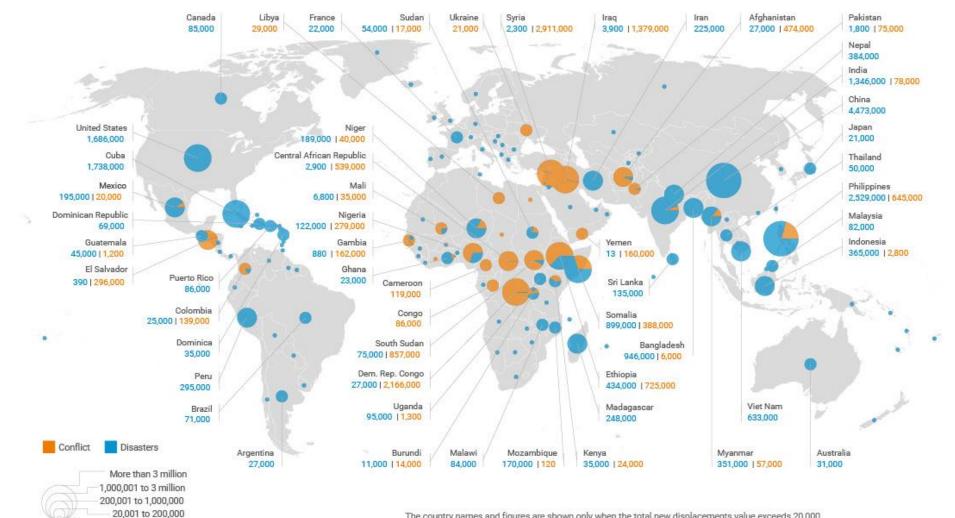
By Chris Mooney and John Muyskens | Photos and videos by Carolyn Van Houten

SEPT. 11, 2019





Less than 20,000



The country names and figures are shown only when the total new displacements value exceeds 20,000. The boundaries and the names shown and the designations used on this map do not imply official endorsement or acceptance by IDMC.



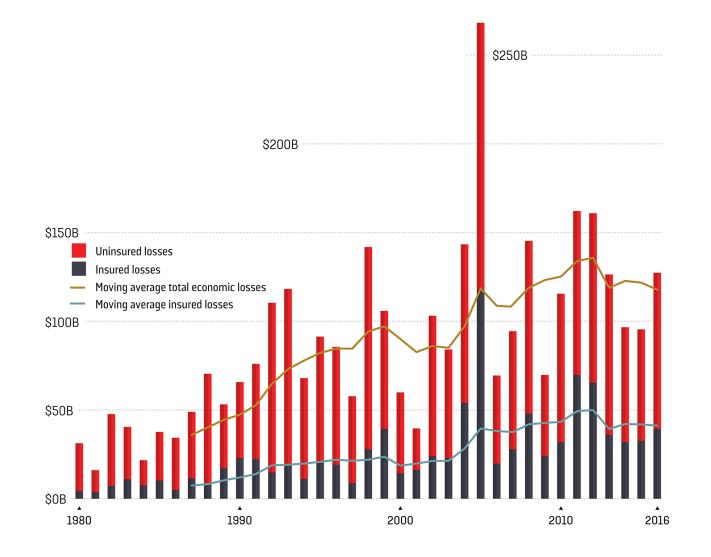
## 3. Changing times (continued)



Source: Lloyd's List Intelligence Casualty Statistic: Data Analysis & Graphic: Allianz Global Corporate & Specialty

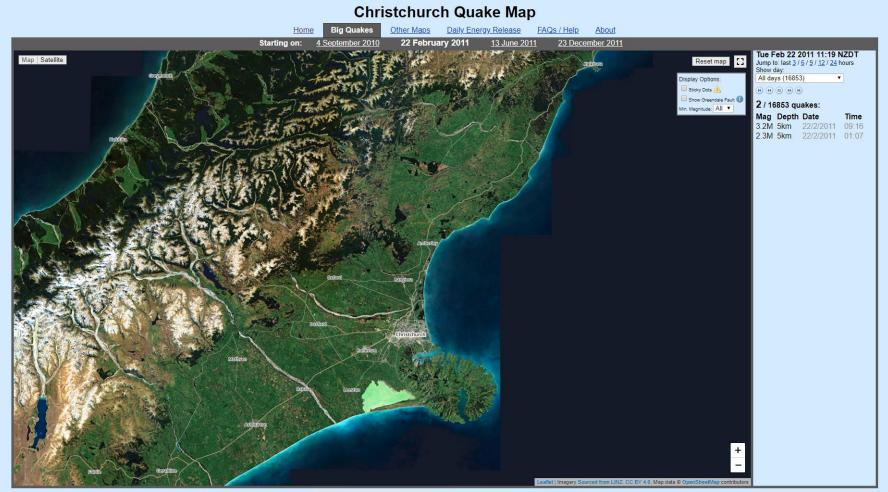


# 3. Changing times (continued)





## NZ Earthquake: http://www.christchurchquakemap.co.nz/february



 Quake depth:
 <2.5km</th>
 <7.5km</th>
 <10km</th>
 <20km</th>
 <20km</th>
 <30km</th>
 <40km</th>
 <50km</th>
 50km+

 Site concept and development:
 Paul Nicholls
 (Christchurch, New Zealand)

 </td



# 3. Changing times (continued)



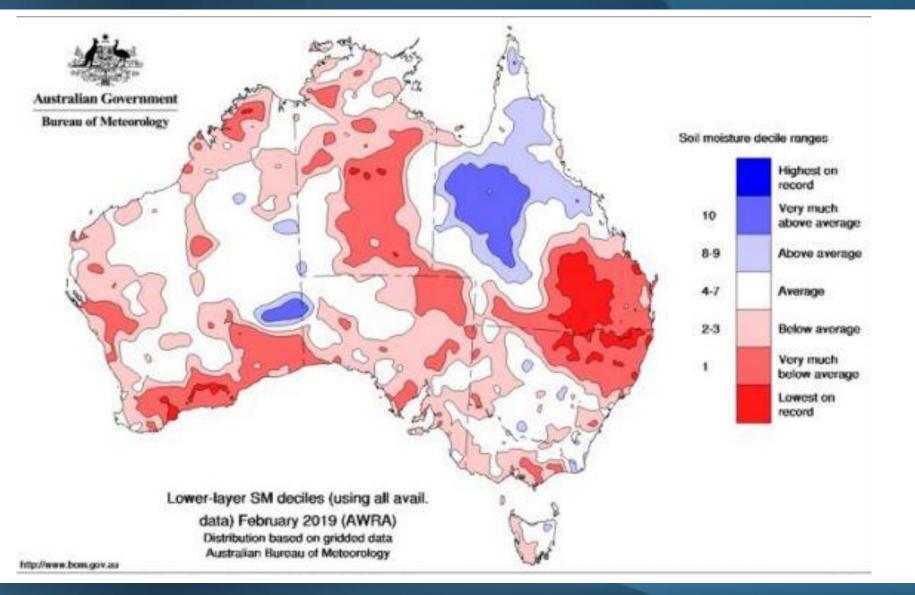








## 3. Changing times (continued)



ansvar





## Resilience





## Human Resilience

Let us therefore brace ourselves to our duty, and so bear ourselves that if the British Empire and Commonwealth lasts for a thousand years, men will still say,

'This was their finest hour'.

Sir Winston Churchill – 10<sup>th</sup> May 1940

"I am just going outside and may be some time." - Captain L. E. G. Oates of the Inniskilling Dragoons, March 1912





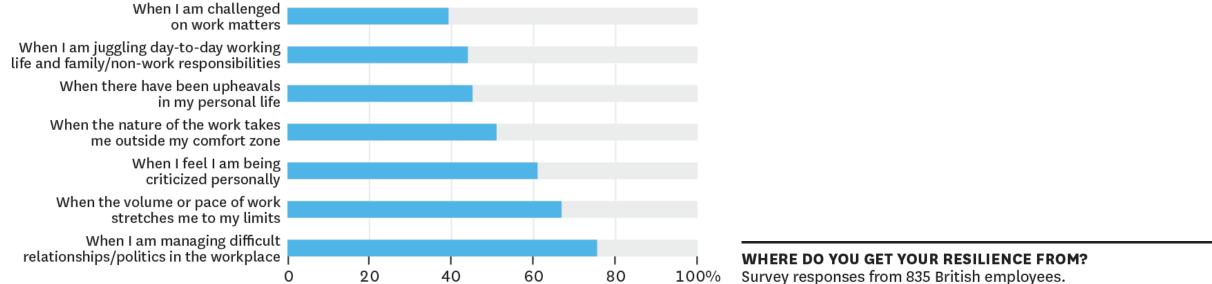


# e ourselve

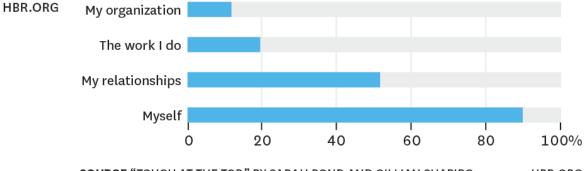
## Human Resilience

### WHAT'S THE BIGGEST DRAIN ON RESILIENCE AT WORK?

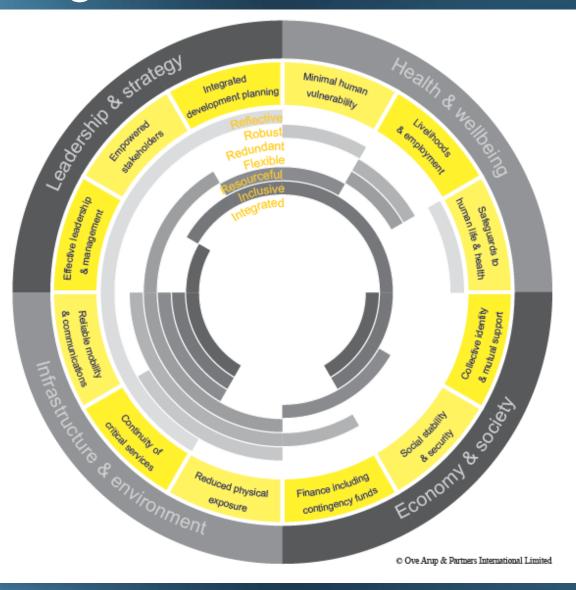
Survey responses from 835 British employees.



SOURCE "TOUGH AT THE TOP," BY SARAH BOND AND GILLIAN SHAPIRO



## **Organisational Resilience**

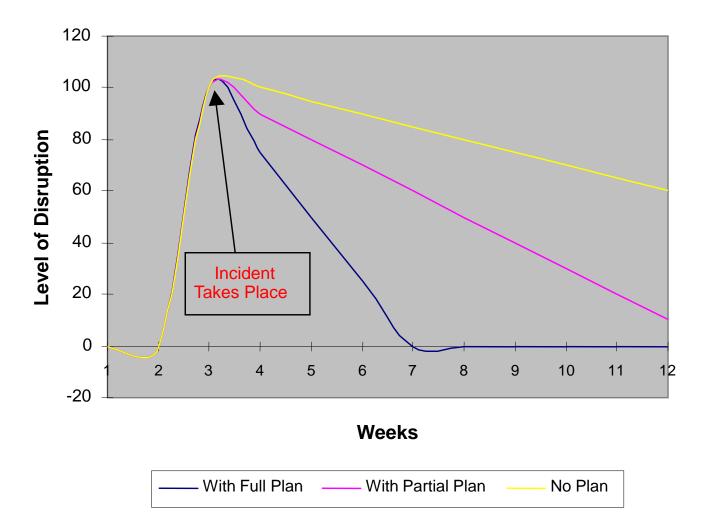


Resilience is the capacity of individuals, communities, institutions, businesses, and systems within a city to survive, adapt, and grow no matter what kinds of chronic stresses and acute shocks they experience.

RESILIENCE IN ACTION EARLY INSIGHTS INTO HOW CITIES ARE INSTITUTIONALIZING RESILIENCE – 100 RESILIENT CITIES



## Organisational Resilience





## Organisational Resilience

- 72% of Australian organisations have experienced an interruption to a critical process/function in the previous two years.
- 50% of Australian organisations have no Contingency Plans.
- Only 20% have plans that cover the entire organisation.
- Only 46% have risk management policies.

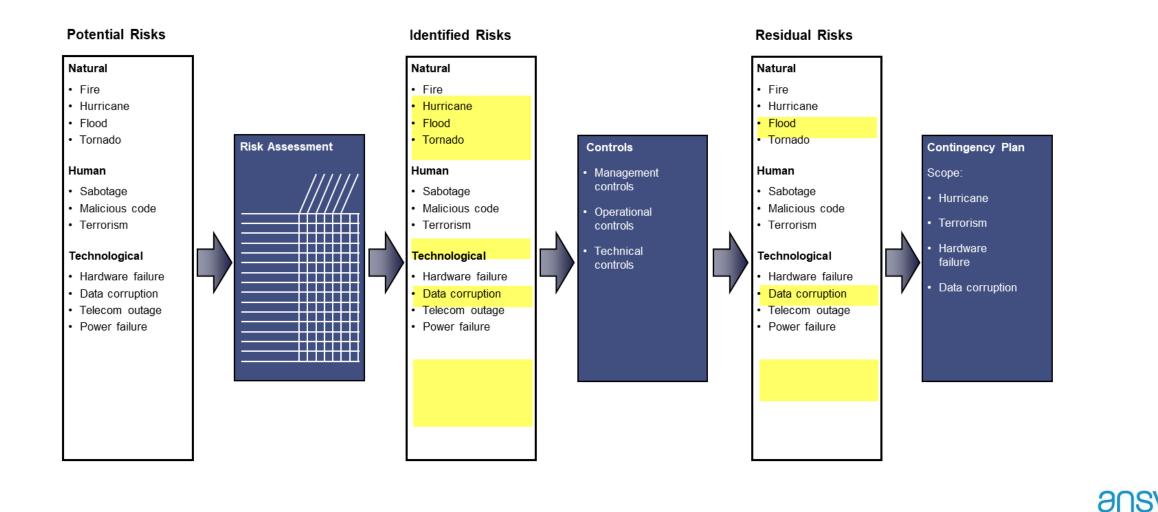
Source: The Macquarie Report







## **Business Resilience Planning**

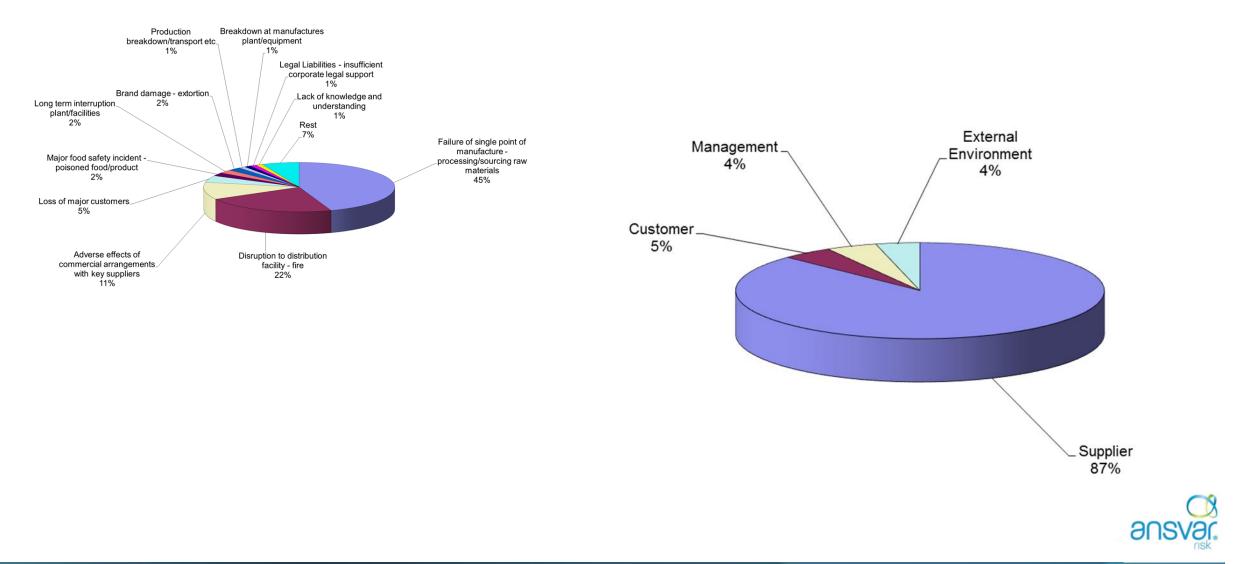


## **Business Resilience Planning**

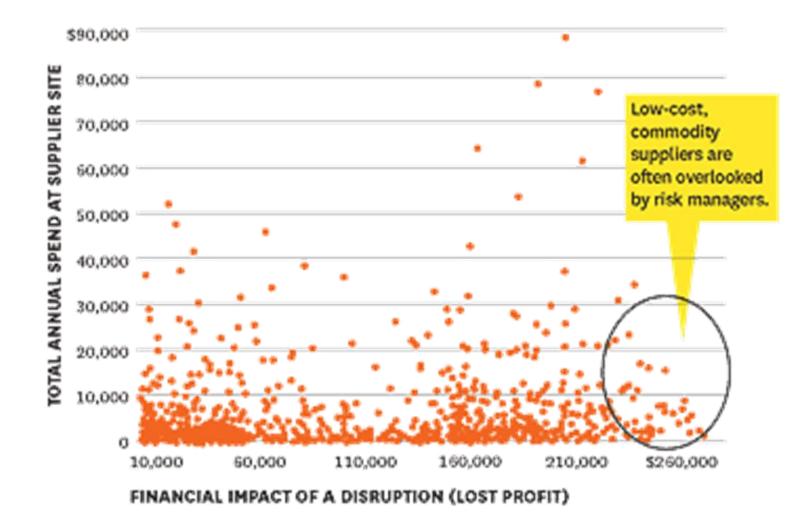
- Step 1: Project Initiation
- Step 2: Business Vulnerability Analysis
- Step 3: Response and Recovery Strategy Development
- Step 4: Consolidate and Review BCM
- Step 5: Testing the BCP
- Step 6: Plan Maintenance



## **Business Vulnerability Analysis**



## **Business Vulnerability Analysis**





## **Business Vulnerability Analysis**

#### Real Estate Utilities 45 Technology Hardware & Equipment Transportation Semiconductors & Semiconductor Equipment Consumer Services Automobiles & Components Operations Risk Score 🔻 Materials Capital Goods Pharmaceuticals, Biotechnology & Life Sciences 40 Consumer Durables & Apparel Household & Personal Products **Diversified Financials** Food & Staples Retailing Energy Telecommunication Services Banks 35 Software & Services Health Care Equipment & Services Retailing Commercial & Professional Services Media & Entertainment Insurance 30 20 25 30 35 40 45 50 55 60 65 15 Market & Supply Chain Risk Score \*

### MSCI ACWI - Average Company Score by Industry Group

## **Business Resilience Planning**

- Recoverers: After the initial loss of shareholder value (5%), by the fiftieth trading day, the average cumulative impact of shareholder value was +5% (a positive net impact).
- **Non-recoverers:** After the initial loss of shareholder value (11%), suffered a net negative impact of almost 15% up to one year after the catastrophe.



## **Business Resilience Planning**

Environmental and social index outperforms miners Rebased





# Morning Tea Break

## **Ansvar's Community Education Program Grant Recipients**

We have contributed over



since 1994, to education and life skills programs reaching thousands of young people across Australia



See brochure in your pack for details

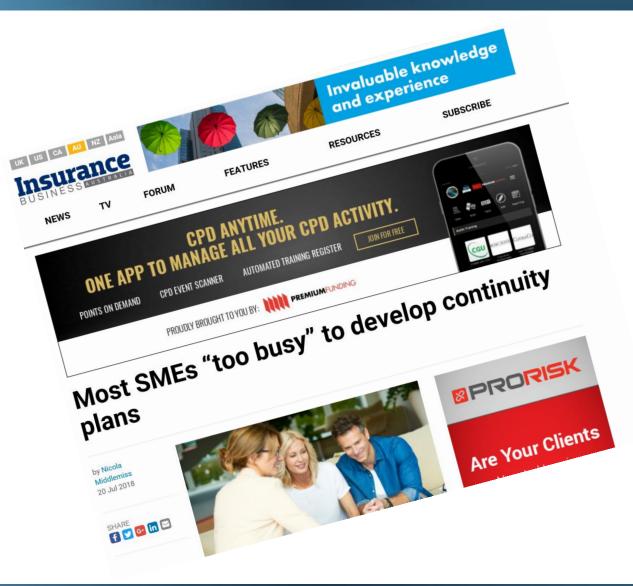


ansvar.





## Resilience







# Heightened expectations

Ry Marpot O'Neill, ARC Investigation







## Aged care ratings do not to know about Australian nul Industries' collapse leaves workers without homes, jobs

ABC Newcastle By Josh Sim

Posted 25 Oct 2018, 11:39am

Workers and residents of collapsed Hunter Valley disability services company Endeavour Industries are distraught over the loss of their home, community and livelihood.

Next month, 131 workers from the company in Cessnock will be without a job, with 87 of those working with a disability.

Thirteen current and former workers who are also housed by Endeavour are set to lose their homes, unless an eleventh-hour saviour comes forward.

A community-owned project, Endeavour was



PHOTO: The collapse has forced the sale of villas which are home for more than a dozen people with disabilities.

### ignoring

ally assaulted disabled women in a

at the County Court as prosecutor Nanette women who had cerebral palsy and idential care house run by Yooralla.

### stablish Disability Royal



to the violence and abuse of people v rernment threw its support behind th

## Sector Risk Environment - disruptors

#### ANALYSIS

## Aged care ratings do not tell what you need to know about Australian nursing homes

By Margot O'Neill, ABC Investigations Updated Wed at 9:52am



PHOTO: Trying to work out whether an aged care facility actually delivers quality care is difficult. (Reuters: Kai Pfaffenbach)

Justin Politics World Business Sport Science Health Arts Analysis

🖴 Print 📾 Email 🛐 Facebook 🛄 Twitter 📾 More

### Aged care safety commission a 'one-stop shop' to tackle elder abuse following Oakden scandal

Posted Wed at 9:02

Australia's aged care sector will soon have to answer to a single watchdog under Federal Government reforms in the wake of the Oakden elder abuse scandal in South Australia. Aged Care Minister Ken Wyatt has announced

plans to combine three separate agencies which handle quality control and complaints in the agenciate care soctor by the beginning of 2019. A new ratings system allowing facilities to be

graded against key benchmarks, and a comparison tool on the My Aged Care website, wi also be introduced.

"The unified new commission will be a responsive one-stop shop to prevent failures, highlight quality concerns and have them quickly rectified," Mr Wyatt said.

"When you bring three Commonwealth agencies [together] you streamline a process. You're not waiting for one to write to the other or seek advice from the other."

### insuranceNEWS.com.au

News	Local	Corporate	Regulatory & Government	Life Insurance	The Professional								
You are here: Home / International / Risk management off the pace as technology evolves													
Brought to	you by:												
Insurance Broking's best CRM just got better.													



Risk management off the pace as technology evolves

Risk professionals are not keeping pace with disruptive technology impacts and need to take a broad view across their organisations, according to an annual report by Marsh and the Risk and Insurance Management Society.

About 59% of survey respondents say their organisations are using or exploring the use of the Internet of Things (IoT), 47% mention artificial intelligence (AI) and 24% blockchain.

But only 14% strongly believe they have a clear process for addressing disruptive technology risks and nearly half cannot say there is a clear process.



#### **NDIS Workforce Challenges, Trends and Predictions**

With the National Disability Insurance Scheme (NDIS) having reached its first anniversary in July it's time to set out some predictions around workforce challenges and trends for the year ahead, writes workplace relations expert Skye Rose from law firm Moores.

### New Child Care Standards

÷	Educational program and practice	Significant	Working	Meeting	Exceeding	Excollent
		Improvement Required Service does not meet one of the seven quality areas or a section of the legislation	Towards National Quality Standard Service may be meeting the National Quality Standard in	National Quality Standard Service meets the National Quality Standard. Service	National Quality Standard Service goes beyond the requirements of the National Quality Standard	Service promotes exceptional education and care, demonstrates sector leadership, and is committed to continually improving. This rating can only be
3						
4		and there is an unacceptable risk to the safety,	a range of areas, but thore are one	provides quality education and care in all seven	in at least four of the seven quality areas.	awarded by ACECQA. Services rated Exceeding National Quality
5		health and wellbeing of children.	or more areas. identified for improvement.	quality areas.		Standard overall may choose to apply for this rating.
6	Partnerships with fami- lies and communities	Immediate action will be taken to address issues.				the state of the s
7	Leadership and service management				1	

Will new some coveriment RELATED STORY: SA Premier is 'desply somy' after Oakden ICAC findings released RELATED STORY: ICAC's Oakden report has potential to rock: SA election campaign

three RELATED STORY: Elderly man overned gencies amline a ting for one

# Cher Control and Control

alag 1

> What the APRA Prudential Inquiry into the Commonwealth Bank of Australia shows all too clearly is that it is not good enough to take a limited view on risk management.

What can we learn about culture from

the CBA report?

in y f S

15/05/201

The Hayne Royal Commission, the APRA Inquiry and the ASX Principles Review's proposed recognition of the fundamental importance of a company's social licence to operate, taken together, provide an opportunity to review and assess the current state of governance practice. They also invite reflection on what these current events can leach.

### Safe Church Training Agreement

An initiative of the National Council of Churches in Australia www.safechurches.org.au

### Companies 'failing' to deal with climate change risk

by has writens.
Too many big Australian companies are failing to reveal plans for tacking dimate change or to
replain how climate change may impact their businesses, according to new research.

from 73 big linted companies operating in sectors creatifered high-risk on climate change. It found that B4 per cent of the companies had not released a plan to reduce their greenhouse gas

emissions, 60 per cent did not have an emissions reduction target, and less than half had identified climate change as a material business risk.



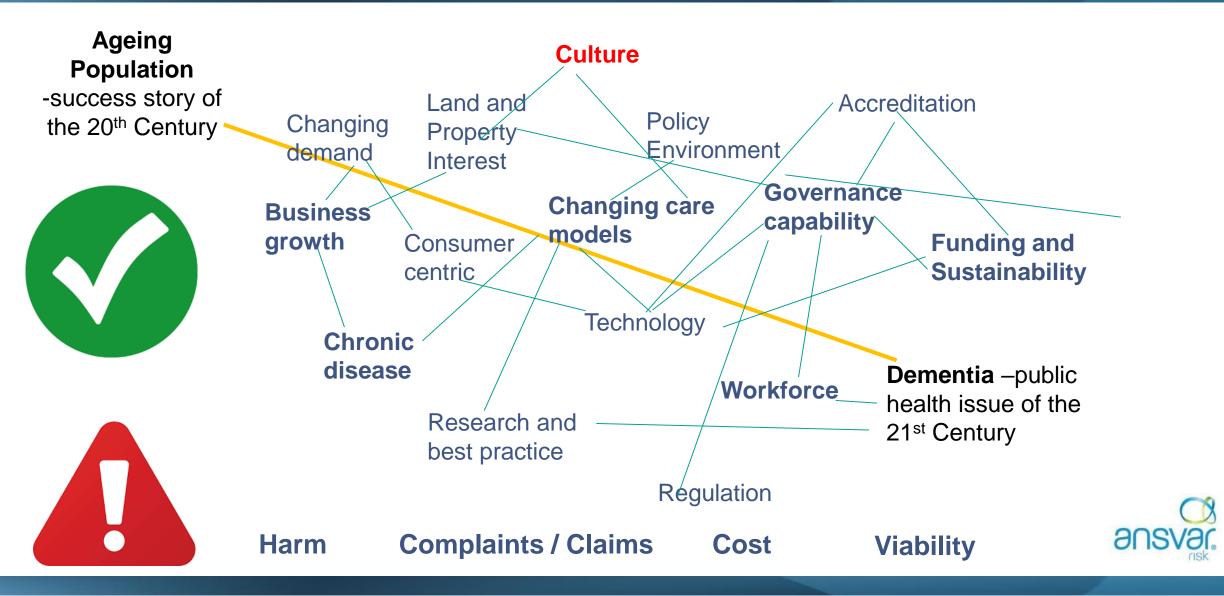
## Dignity of Risk: Anthony Black & Prof. Joe Ibrahim



**Dignity of Risk Forum** Balancing Dignity of Risk and Duty of Care



## Risk Storm – Aged Care Sector



## **Disability Sector NDIS – Choice and Control**

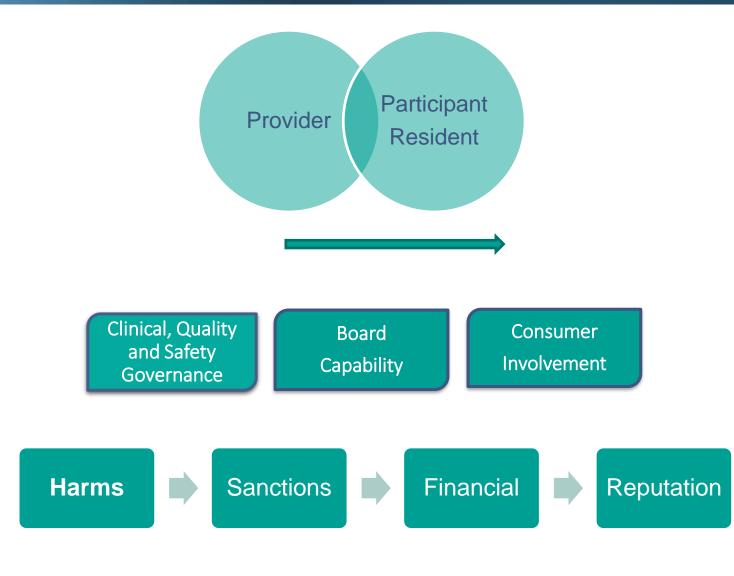




# Good Governance is challenging



## Paradigm Shift in Aged/Disability Care Governance



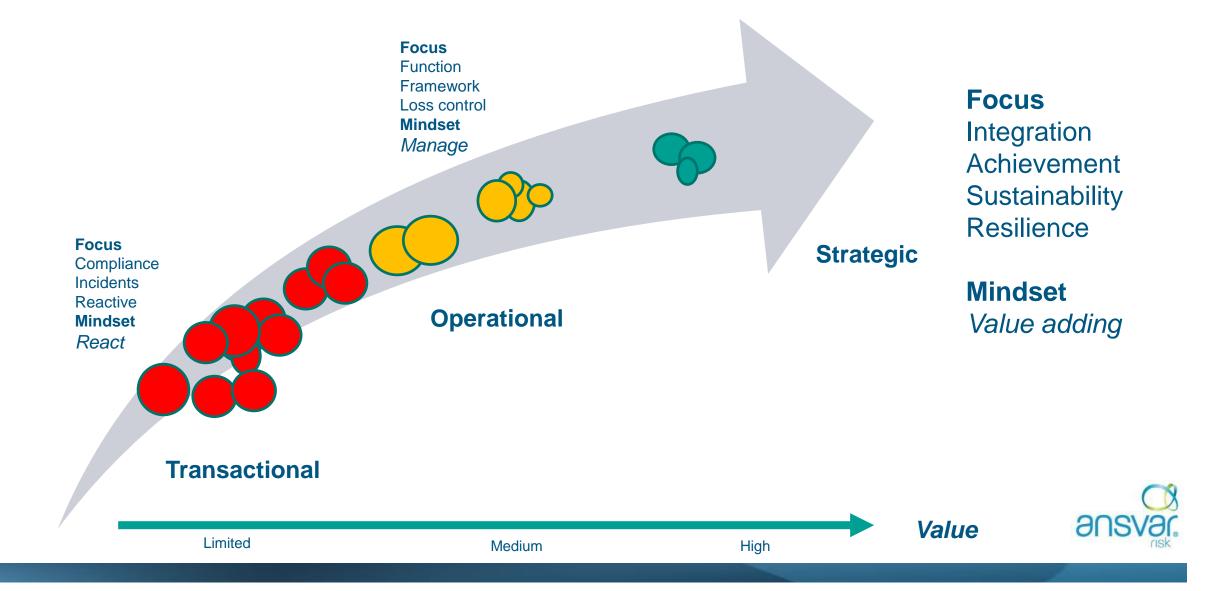
New Disability Quality and Safeguarding Framework and New Aged Care Standards

- Organisational Governance has a much stronger focus
- Significantly elevated role of the 'Governing Body'
- Governing Body is accountable for the delivery of safe and quality care.
- Governing for Vulnerable People is recognised as a specialist domain in its own right.



Э

## **Current Risk Management Focus**



## **Repositioning Governance and Risk**

## Traditional governance and risk management approaches are no longer adequate in times of greater complexity, uncertainty and in an evolving risk environment.





Integrate corporate and clinical, quality and safety governance

2

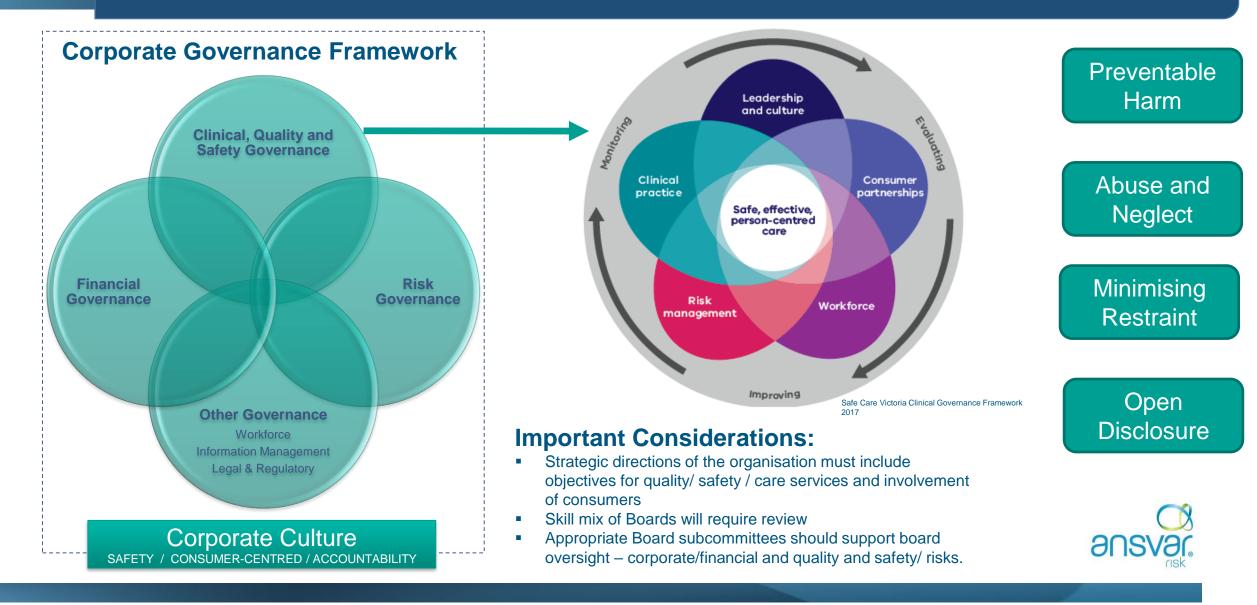
Review adequacy of strategic plan and enterprise risk management

3

Move the organisation to a more **consumer-centred** and **outcomes model** 

## Integrate corporate and quality and safety governance

1



## 2 Review adequacy of strategic plan and enterprise risk management

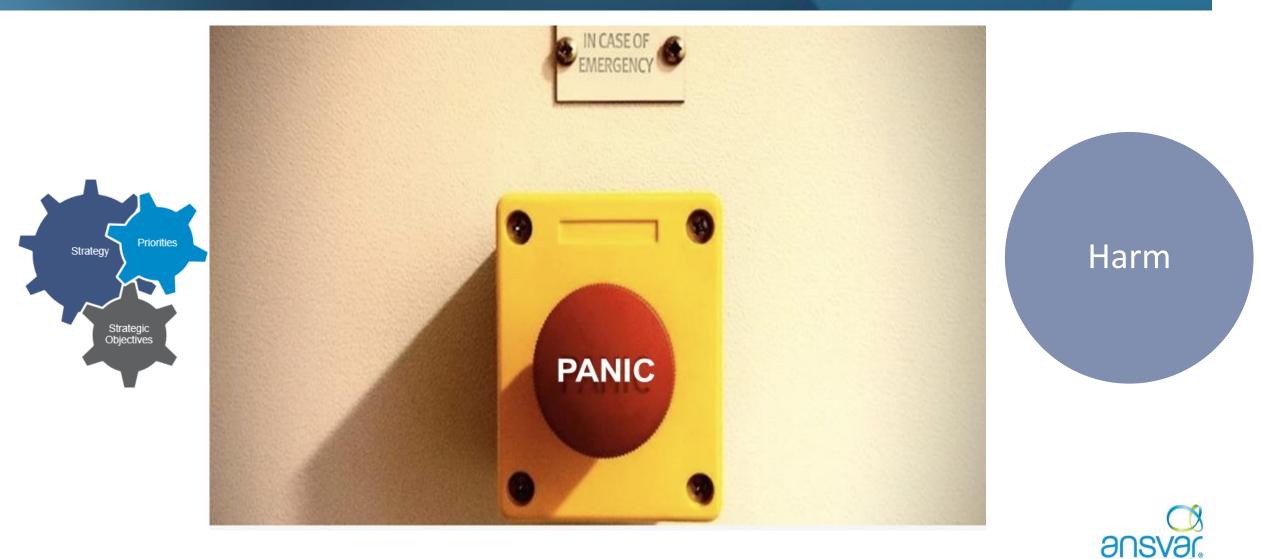
The age of perpetual disruption!

- Hope is not a strategy plans must reflect objectives and responsibilities for governing for vulnerable people.
- Apathetic risk management is putting organisations at risk – frameworks must be transformed and matured.

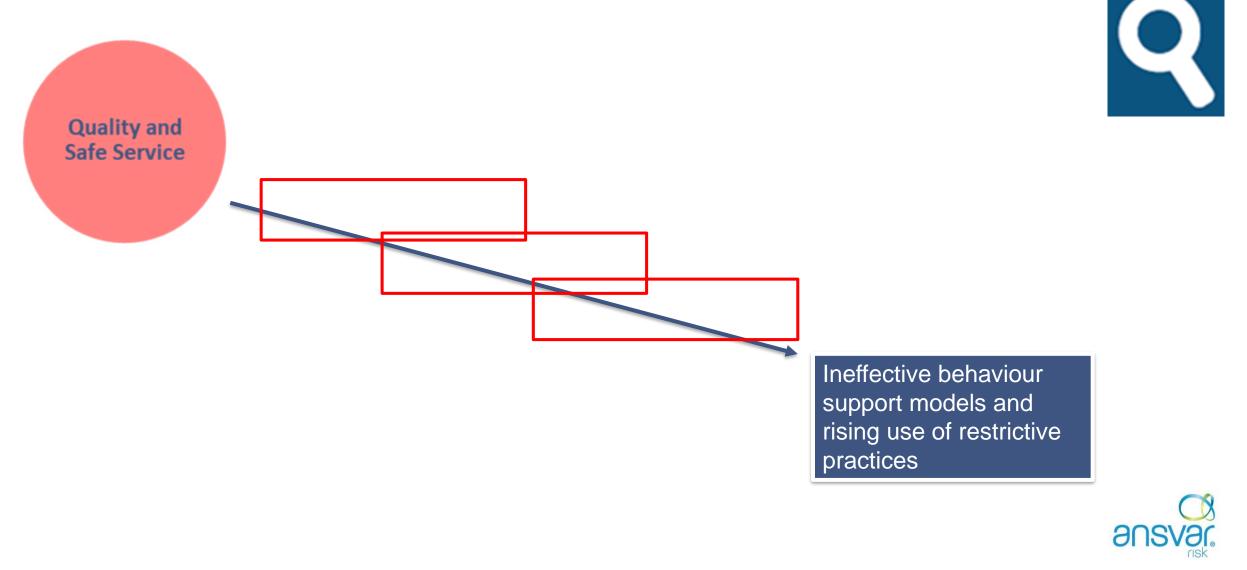




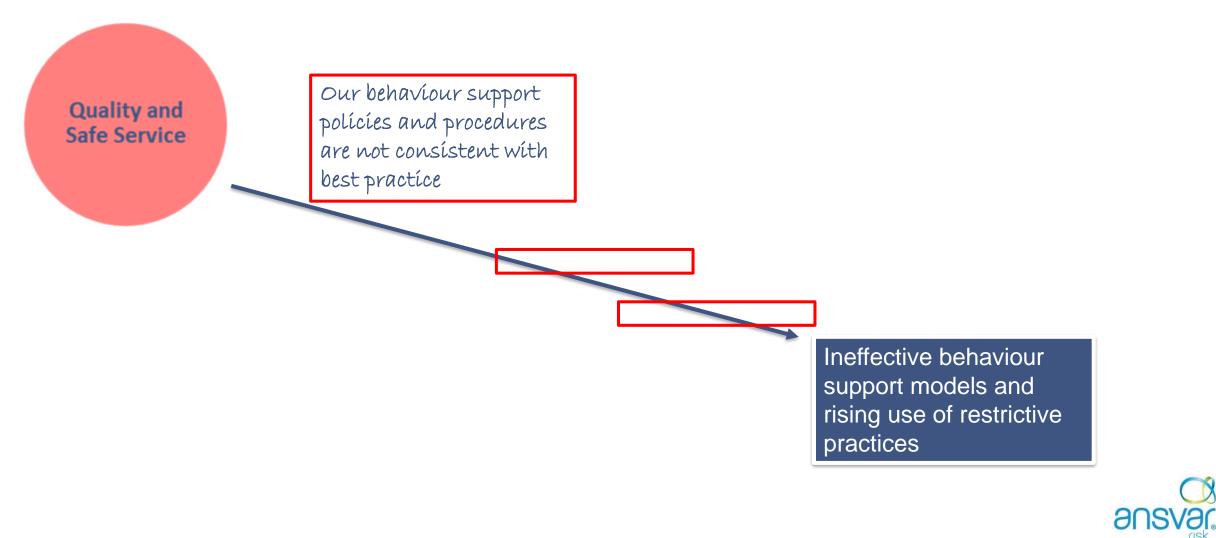
## Governance and Risk in action



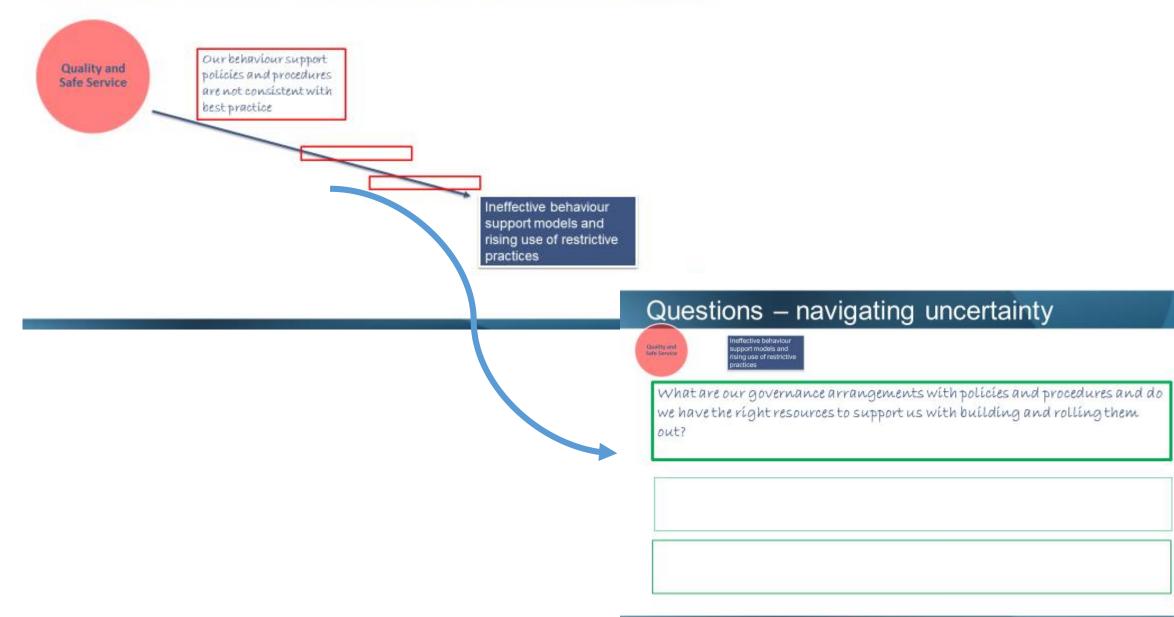
**Objective**: We provide high quality and person-centred services that respond to the needs of our clients; respecting their choices and rights



**Objective**: We provide high quality and person-centred services that respond to the needs of our clients; respecting their choices and rights

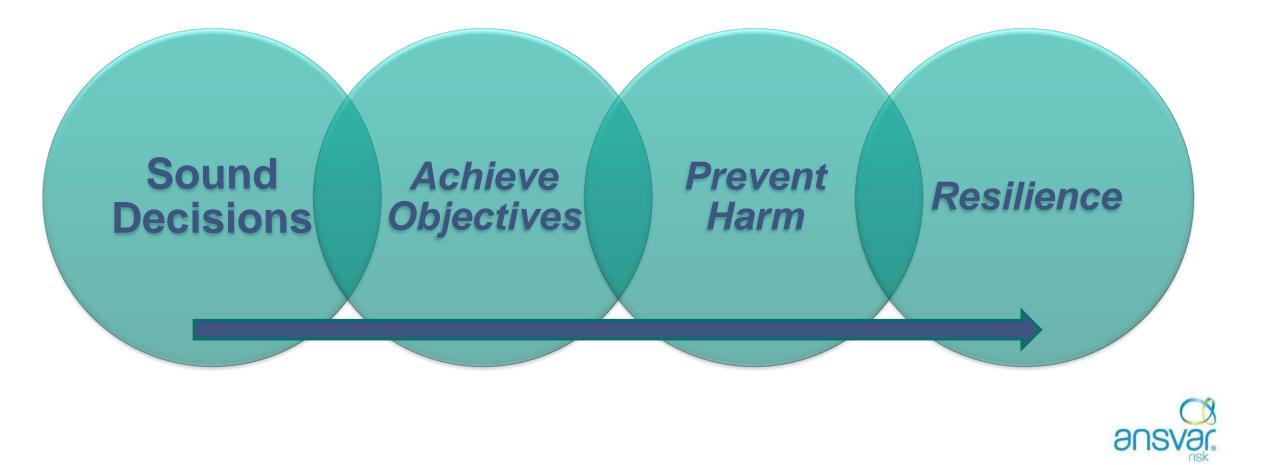


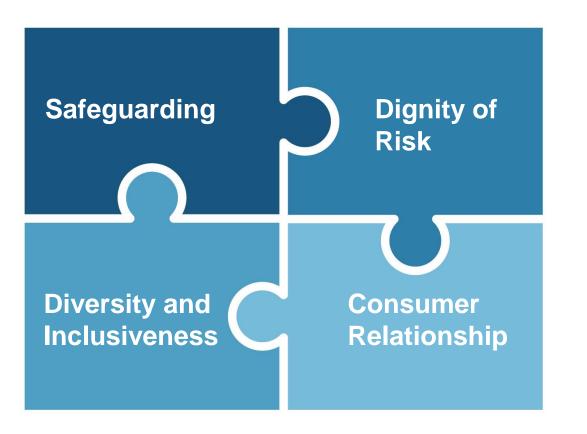
**Objective**: We provide high quality and person-centred services that respond to the needs of our clients; respecting their choices and rights





## Risk Management - Value





3

"I am confident the organisation is well run. I can partner in improving the delivery of care services."

Fundamental shift to consumer-led services and consumer's sense of self.

Governing Bodies are **accountable** for complex matters with consumers:

- A culture of safety and quality improvement
- Balancing *Duty of Care* and *Dignity of Risk*
- Identity, Diversity and Inclusiveness
- Safeguarding against abuse
- Choice.





# Inhibiting risk dehumanises us

My Life

My Rights

My Needs

My Risks

Our Organisation Our Obligations Our Responsibilities Our Risks



### **3Ps –** ROYAL COMMISSION CONSIDERATIONS

## PROCESS

Ensuring your organisation understands the purpose, function and responsibilities with the Royal Commission.

**PREPARATION** Being ready to respond, seeking advice and strengthening governance

### PARTICIPATION

Actions to take to stay involved, seek support and maintain focus on performance.





### **1. PROCESS**

Understand the purpose, work and terms of reference – "Governing Body RC Plan".



Organisation / Sector implications – expect significant disruption.



Communication to staff and clients – consider implications, build understanding.



ans

### **2. PREPARATION**

Legal and Insurance preparedness – work closely with advisers and your RC Plan.



Assess your capacity to respond – can you respond to requests for documents and evidence?





Risk Management Framework – assess its currency, effectiveness and your current risks.



Key: Complaints / Current Issues / Compliance / Incidents – 5 years of information readily available?



## **3. PARTICIPATION**

Participation must be enabled – participation readiness and clarifying your organisation's position.



Receiving a summons – immediately seek legal and insurance advice.





Monitor and review hearings – "brief up and down".



Good Governance cannot wait for the outcomes – don't take your eyes of your strategy and performance.





- Traditional risk management approaches are no longer adequate in times of greater complexity, uncertainty and a rapidly evolving risk environment
- Boards and Executives must review the adequacy and maturity of their Risk Management Framework to strengthen governance, compliance and risk culture.

## Value of Diagnostics – Risk Maturity

#### Developing

The risk management framework is foundational and focused on developing capability, knowledge, structures and processes.

#### Integrating

The risk management framework and approach is tailored to the organisation and has been documented and approved. Key risk management roles and responsibilities are in the process of being integrated with existing governance and management systems.

#### Embedding

The risk management framework and approach supports a positive risk culture, is consistently applied across the organisation and there is a plan for ongoing evaluation and improvement.

#### Optimising

Risk management is integral in optimising outcomes, creating value and achieving objectives The organisation actively pursues advanced risk management practices and innovation.





## Take action now



2

#### **Review your risk framework**

- Ensure your **strategic plan is current** and incorporates specific objectives regarding safe, inclusive and quality care.
- Review your organisation's risk maturity and update the risk management policy and framework. Have an improvement plan in place with 2-3 annual actions and ensure improvements are monitored by Board.

#### Raise risk management to the strategic level

- Ensure strategic risk management has a strong enough focus at board and senior management levels.
- Board must scrutinise key organisational risks, particularly those related to quality and safeguarding
- Review adequacy of internal audit, compliance frameworks and insurances.



#### **Reassess your risks**

 Ensure your organisation's current and emerging risks have been reassessed, documented and have treatment and monitoring plans.



#### **Rethink risk communication**

 Review risk communication management: review your procedures, guidance and systems for reporting and managing risks, incidents, near misses, complaints and feedback.



(actions listed on brochure in pack)



# Ansvar Risk - further information δ

We know your sector We understand your risks

#### More information available:

- Ansvar Risk Website
  - Risk and Governance expertise and support options
  - Online Incident system
  - Risk tools and factsheets
  - Risk partners legal panel, employment practices and background checking



## **Q&A** Session



## Please ask our Risk industry experts any queries you might have from their presentations







- A survey will be emailed to you in the coming days we'd greatly appreciate your feedback
- Your CIP certificate (4 CIP points) will be emailed to you within the next week
- The presentation will be made available via the Ansvar website
- Please bring an extra Brochure Pack for your colleagues

And the \$500 Charity Donation winner is.....

