



 **national safe
work month**



Safe Work Month October 2019

A discussion about workers'
compensation and injury
management

Employer obligations



- Maintain current insurance for all workers
- Lodge claim with insurer within 5 working days
- Commence and continue payments as instructed by insurer
- Implement an injury management system
- Identify and provide restricted duties
- Prepare and implement a return to work program
- Keep an injured workers' position open for 12 months

Handy references

[Workers' compensation insurance: a guide for employers](#) video
[Return to work: employer guide](#) video

- This slide is designed to generate discussion about the primary responsibilities of employers.
- Consider asking the following to stimulate the conversation:
 - How confident are we that we have all these items under control and know how to do them?
 - Is there anything on this list that can be improved?
 - Do we know what to do if we can't provide restricted duties?
- If any of these issues require further exploration, you can:
 - Look at the [Employer tab](#) on the WorkCover WA website
 - Watch the Workers' compensation insurance: a guide for employers or Return to work: employer guide videos at <https://www.workcover.wa.gov.au/resources/educational-videos/>
 - Speak with your insurer
 - Call WorkCover WA's Advisory line on 1300 794 744

Worker obligations

- Attend medical appointments scheduled by the employer or insurer
- Take reasonable steps to make an alternative appointment as soon as possible if unable to attend
- Actively participate in the return to work program
- Immediately inform employer or insurer of any difficulties carrying out the return to work program
- Inform employer or insurer in writing within seven days if they commence another job



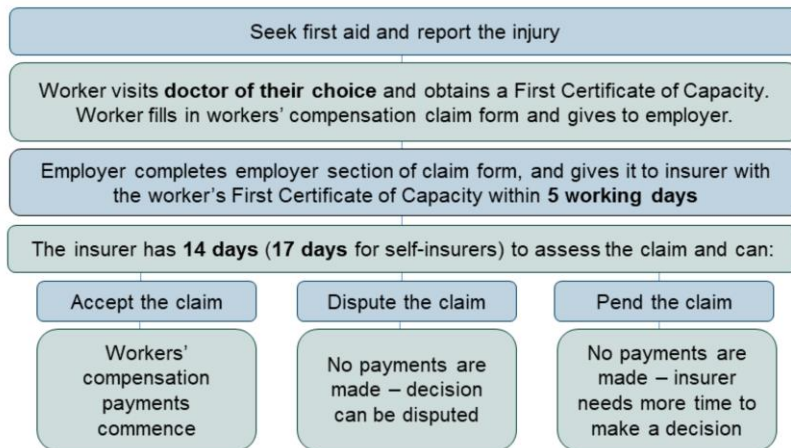
Handy references

[Return to work](#) video

[Worker FAQs](#)

- This slide is designed to generate discussion about the responsibilities of workers during the return to work process
- Consider asking the following questions to stimulate the conversation:
 - Are staff made aware of who to speak to if they were experiencing difficulties in their return to work?
 - Do we know what to do if a worker is not participating in the return to work?
- If any of these issues require further exploration, you can:
 - Look at the [Worker tab](#) on the WorkCover WA website, and have a look through the [frequently asked questions](#) section
 - View WorkCover WA's [educational videos](#)
 - Call WorkCover WA's Advisory line on 1300 794 744

Making a claim



Handy reference

[Making a claim](#) video

- This slide is designed to generate discussion about how to make a claim
- Consider asking the following questions to stimulate the conversation:
 - Do staff know what to do if they are injured at work?
 - Are they familiar with the claims process?
 - Do they know who to report injuries or incidents to?
- If any of these issues require further exploration, refer to the following:
 - [Making a claim page](#) on the WorkCover WA website
 - [Making a claim video](#) on the WorkCover WA website
 - WorkCover WA Advisory line – 1300 794 744

Key statistics – 2018/19 quarters 1 to 3



\$33,092

Average claim cost



20,948

Claims lodged



6.4 months

Median claim duration



Information sourced from
WorkCover WA's [Scheme Status Report, March 2019](#)

- This slide is designed to generate discussion about the number of claims in the WA workers' compensation system, high costs of claims to employers and the need for everyone at the workplace to focus on prevention of injuries.
- Consider asking the following questions:
 - What are the most common injuries in our workplace?
 - What has been the impact of claims we have had in the past two years?
 - What costs, other than the costs of the claims, have we experienced as a result of these claims?
- More detailed statistical information, including industry specific information, is available on the Resources tab on the WorkCover WA website at <https://www.workcover.wa.gov.au/resources/reports-and-statistics/>

Benefits of good workplace injury management

For employers:

- Minimises disruption to the organisation
- Retains workers' skills and knowledge
- Reduces costs of lost productivity
- Reduces costs of recruiting/training new staff
- Helps build workplace morale by showing injured workers are valued
- Contains workers' compensation premium and claim costs

For workers:

- Ensures that some physical activity is undertaken
- Provides a sense of community and social inclusion
- Allows them to feel they are making a contribution to society and their family
- Gives structure to days and weeks
- Provides financial security

Handy references

[Return to work: employer guide](#) video

[Return to work](#) video

[Injury management: a guide for employers](#) publication

- This slide is intended to promote discussion about return to work attitudes at your workplace.
- Consider asking the following questions:
 - Does our workplace have a culture of early return to work?
 - Do we encourage workers to return to work and do we facilitate this effectively?
 - Are staff aware of the benefits of an early return to work?
 - Is there anything we can do to improve returning injured workers to work?
- For more information:
 - Watch WorkCover WA's Return to work and Return to work: employer guide videos at <https://www.workcover.wa.gov.au/resources/educational-videos/>
 - Download the [Injury Management: A guide for employers](#) publication
 - Contact the Advice and Assistance line on 1300 794 744

Further information

- **Website:** www.workcover.wa.gov.au
- **Facebook/Twitter:** @WorkCoverWA
- **Advice and Assistance line**
1300 794 744
- **[Educational videos](#)** available on website
- **Publications** available on website



- WorkCover WA runs free one hour seminars for employer groups of 20 people or more.
- For further information about a free seminar at your workplace, go to <https://www.workcover.wa.gov.au/employers/education-resources/>
- WorkCover WA can tailor seminars to cover topics of particular interest to your workplace and claims experience.
- WorkCover WA also hosts free quarterly Welcome to WorkCover WA seminars to provide an overview of the workers' compensation scheme and outline the role of WorkCover WA. Visit <https://www.workcover.wa.gov.au/events/> to find out when the next seminar is and to register.