



Workers Compensation and Injury Management Act 2023

Permanent Impairment Assessment

APIA approved form changes

Effective 1 July 2026

30 April 2026

Permanent Impairment Assessment

APIA Approved Form Changes – Effective 1 July 2026

Revised forms effective 1 July 2026 are published on the WorkCover WA website: [Legislative Framework: Approved Instruments, Forms and Notices - WorkCover WA](#)

APIA form reference	Change to APIA Form	Reasons
<p>APIA 1 Permanent Impairment Assessment – Report and Certificate</p>	<p>Maximum medical improvement & special assessment</p> <p>Has worker reached maximum medical improvement? <input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>Is this a special assessment* authorised by the WorkCover WA Permanent Impairment Guidelines? <input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>(*Confirm at least 18 months has elapsed from the date of injury to the date of the assessment)</p>	<p>The special assessment criteria in the WorkCover WA Permanent Impairment Guidelines changes 1 July 2026.</p> <p>From 1 July 2026 a special assessment can be made for permanent impairment compensation purposes, as well as for common law and the special increase in the medical and health expenses general limit.</p> <p>The 18-month minimum period is from the date of the injury to the date of assessment.</p> <p>If a special assessment is undertaken the change to APIA 1 requires the APIA to confirm that 18 months has elapsed from the date of the injury to the date of assessment. This is easily checked because the date of the worker's injury is already identified on APIA1 and other related forms.</p> <p>If 18 months has <u>not</u> elapsed APIA <u>cannot</u> undertake a special assessment.</p>
<p>APIA 2 Permanent Impairment Assessment – Assessment Request</p>	<p>Maximum medical improvement & special assessment</p> <p>Should a special assessment* be conducted if authorised by the WorkCover WA Permanent Impairment Guidelines? <input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>(*at least 18 months has elapsed from the date of injury to the date of the assessment)</p> <p>Warning: a special assessment is conducted when a worker's condition is not stable (i.e. has not reached maximum medical improvement MMI). A special assessment cannot consider any prospective change in the degree of permanent impairment that may</p>	<p>The special assessment criteria in the WorkCover WA Permanent Impairment Guidelines changes 1 July 2026.</p> <p>From 1 July 2026 a special assessment can be made for permanent impairment compensation purposes, as well as for common law and the special increase in the medical and health expenses general limit.</p> <p>Any special assessment carries significant risk. A warning is therefore included on APIA 2 so that the requester carefully considers ticking 'yes' for a special assessment to be conducted if 18 months or more has elapsed when the APIA undertakes the assessment.</p>

APIA form reference	Change to APIA Form	Reasons
	<p>result from future treatment, anticipated further recovery or deterioration of the worker's condition.</p> <p>Carefully consider whether a special assessment is necessary in the circumstances as the assessed degree of permanent impairment is less reliable when MMI is not attained and this can affect the amount of any permanent impairment compensation payable.</p>	
<p>APIA 2 Permanent Impairment Assessment – Assessment Request</p>	<p>The following is inserted after the signature and date:</p> <p>Explanatory Note: If an APIA has been requested to undertake an independent medical examination (IME) of a worker at the same time as an impairment assessment the APIA must ensure the worker is aware of the distinction between, and the purposes of, an IME and a permanent impairment assessment.</p> <p>Where an impairment assessment and IME are intended to be scheduled and undertaken at the same time an APIA2 must be received by the APIA and an APIA3 must be used to schedule the assessment. In these circumstances the APIA must produce separate reports for the IME and permanent impairment assessment.</p>	<p>The explanatory note reinforces an important APIA standard of practice (3.5) to apply from 1 July 2026 in circumstances where an independent medical examination is undertaken at the same time as an impairment assessment. The note is directed to the requester about what to expect.</p> <p>Under APIA standard of practice 3.5 an APIA must not make informal permanent impairment assessments outside the legislative pathway, for example, as part of an independent medical examination (IME) of a worker under section 180 of the Act.</p> <p>This includes not making an assessment of permanent impairment where a worker has not reached maximum medical improvement unless conducting a special assessment in accordance with the Act.</p> <p>Where appropriate, APIA may schedule an IME and permanent impairment assessment to occur concurrently. However, the legislative process for conducting a permanent impairment assessment must be maintained (i.e. APIA2 must be received by the APIA and an APIA3 must be used to schedule the assessment).</p> <p>When conducted together, APIA will ensure workers are aware of the distinction between, and the purposes of, an IME and a permanent impairment assessment. In these circumstances an APIA will produce separate reports for the IME and permanent impairment assessment. The permanent impairment assessment report and certificate must be in the approved form (APIA1).</p> <p>Where an insurer-initiated IME and permanent impairment assessment are conducted at the same time, the relevant fee is to be billed as an insurer expense.</p>

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<p>APIA 3 Permanent Impairment Assessment – Requirement to Attend</p>	<p>The following is inserted at the end of APIA 3 after the section about the purpose of the assessment:</p> <p>Explanatory Note:</p> <p>This request is for an assessment of your permanent impairment, which will be conducted by an Approved Permanent Impairment Assessor (APIA). If a broader Independent Medical Examination (IME) has also been requested, this will be clearly explained to you at the time of the assessment and two separate reports will be produced by the APIA.</p>	<p>The explanatory note reinforces an important APIA standard of practice (3.5) to apply from 1 July 2026 in circumstances where an independent medical examination is undertaken at the same time as an impairment assessment. The note is directed to the worker about what to expect when they attend for an impairment assessment.</p> <p>Under APIA standard of practice 3.5 an APIA must not make informal permanent impairment assessments outside the legislative pathway, for example, as part of an independent medical examination (IME) of a worker under section 180 of the Act.</p> <p>This includes not making an assessment of permanent impairment where a worker has not reached maximum medical improvement unless conducting a special assessment in accordance with the Act.</p> <p>Where appropriate, APIA may schedule an IME and permanent impairment assessment to occur concurrently. However, the legislative process for conducting a permanent impairment assessment must be maintained (i.e. APIA2 must be received by the APIA and an APIA3 must be used to schedule the assessment).</p> <p>When conducted together, APIA will ensure workers are aware of the distinction between, and the purposes of, an IME and a permanent impairment assessment. In these circumstances an APIA will produce separate reports for the IME and permanent impairment assessment. The permanent impairment assessment report and certificate must be in the approved form (APIA1).</p> <p>Where an insurer-initiated IME and permanent impairment assessment are conducted at the same time, the relevant fee is to be billed as an insurer expense.</p>