



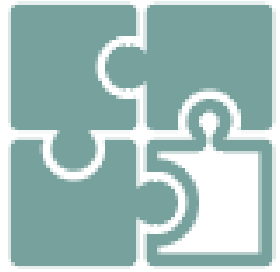
## Public Sector OSH and IM Community of Practice

WorkCover WA

A/Chief Executive Officer Chris White

Tuesday 24 September 2019

# WorkCover WA



**Scheme  
management**

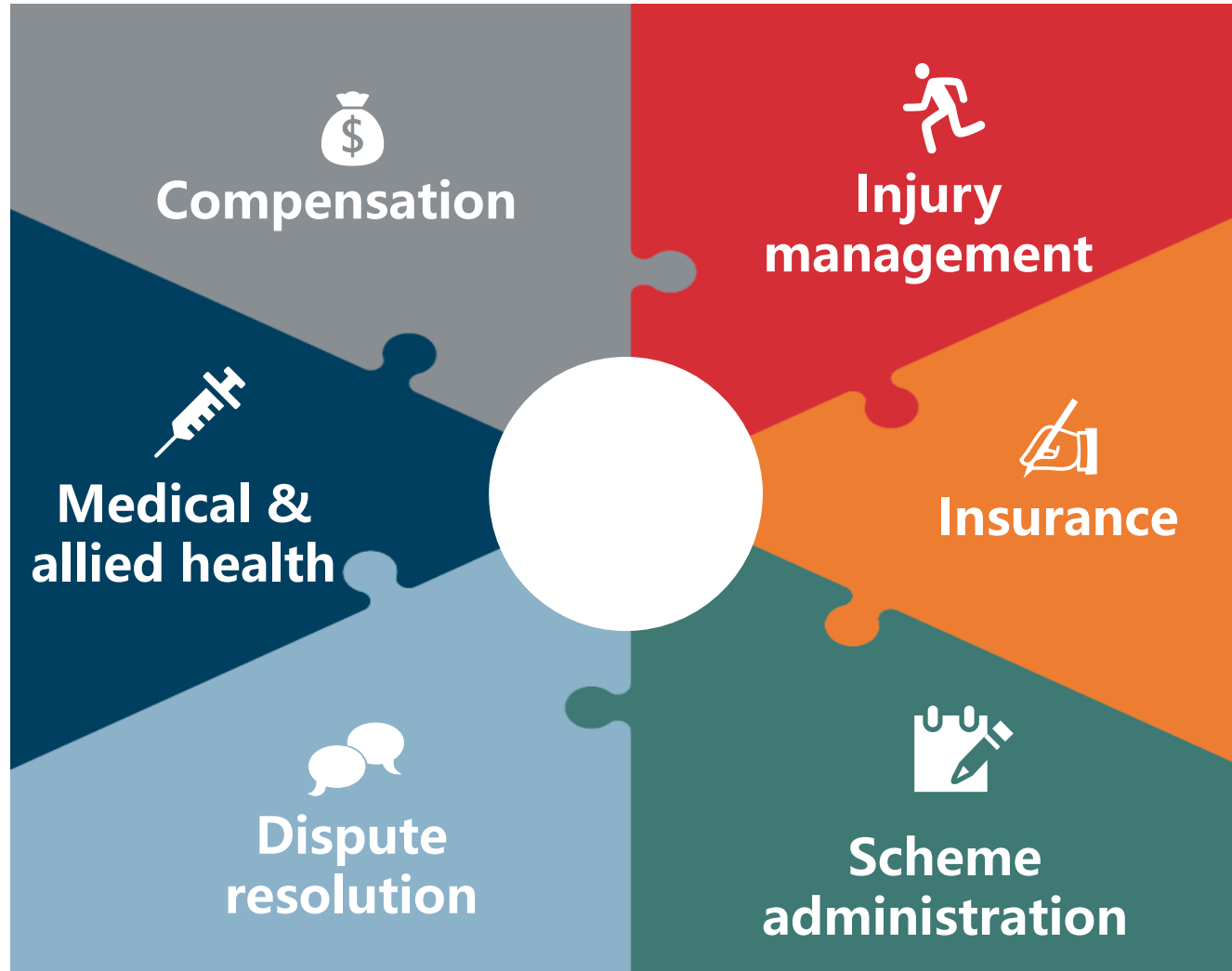


**Regulation**



**Dispute  
resolution**

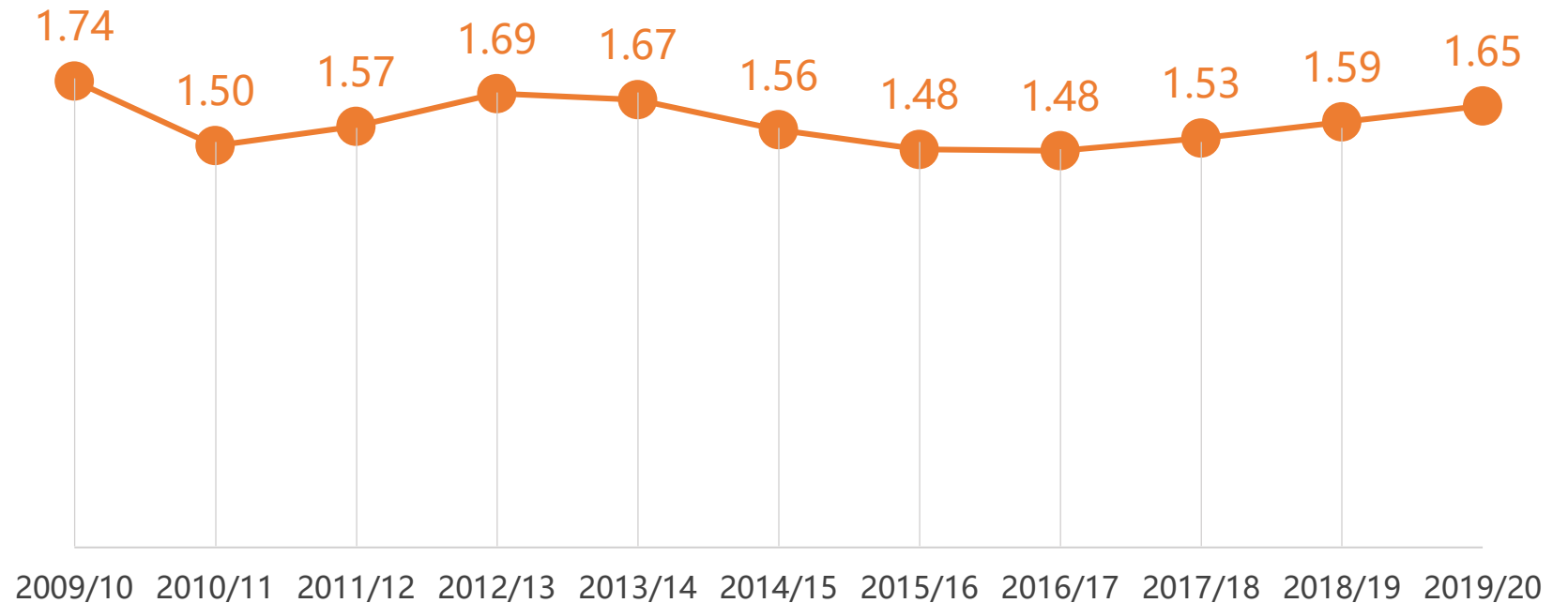
# Scheme framework



# Premium rates

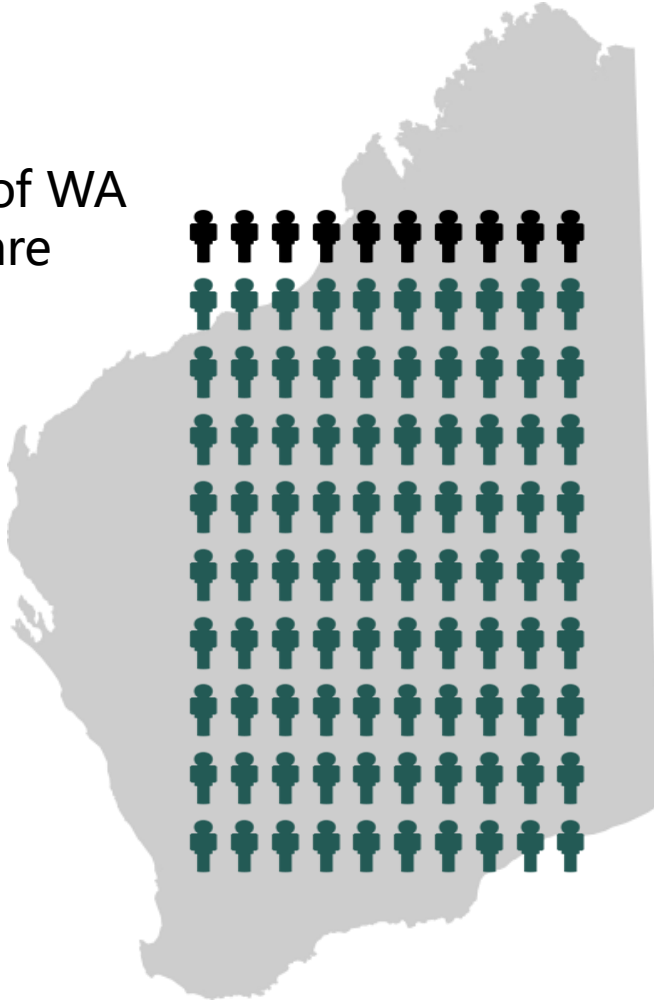
 1.65%

of payroll is the average premium rate for WA to ensure the premium collected covers the cost of workers' compensation claims



# Workers' Compensation - Public Sector

Around 10% of WA labour force are public sector employees



Source:

- Labour Force, Australia (Jul 2019), Australian Bureau of Statistics (catalogue 6202.0)
- Employment and Earnings, Public Sector, Australia (2017-18), Australian Bureau of Statistics (catalogue 6248.0.55.002)

# WA State Government Trends



135,897

The number of **WA state government** workers in 2018

↑ 0.7%  
over four years



4,526

The number **claims lodged** in 2018/19

↑ 2.1%  
over four years

Source: WA Public Sector Quarterly Workforce Reports  
(December 2015, 2016, 2017, 2018)

## INCIDENCE RATE



2014/15

2015/16

2016/17

2017/18

1 out of every 30 WA state government employees lodged a workers' compensation claim in 2017/18.

# WA State Government Trends



\$1,467

The **average weekly earnings** of public sector workers in 2019

↑ 2.8%  
over four years

Source: Average Weekly Earnings, Australia (May 2019), Australian Bureau of Statistics (catalogue 6302.0)

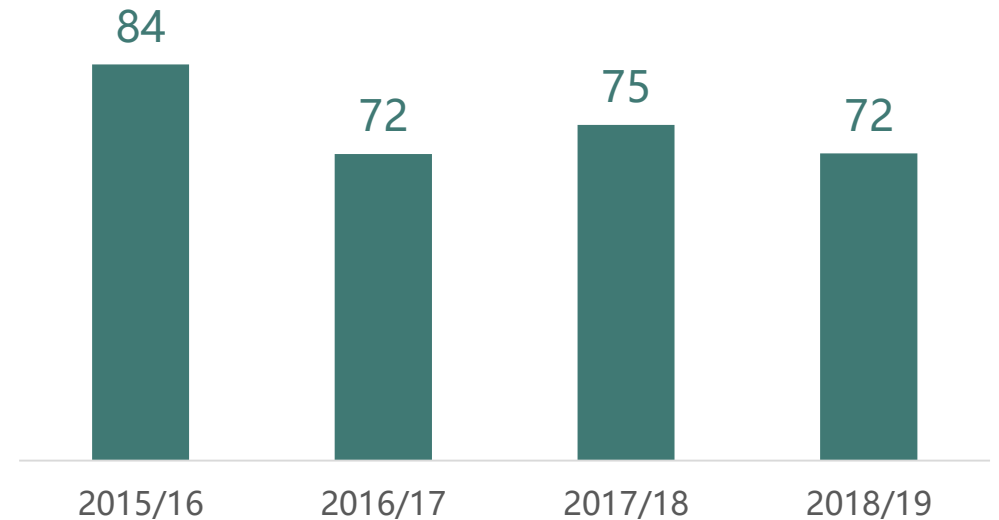


\$21,916

The **average weekly payment per finalised lost-time claim** lodged by a WA state government worker in 2018/19

↓ 5.3%  
over four years

AVERAGE DAYS LOST  
per finalised lost-time claim



# Comparison to WA State Government



## CLAIMS LODGED



## INCIDENCE RATE



## TOTAL PAYMENTS



## AVERAGE CLAIM COST

### WA STATE GOVT

4,526 claims  
(17%)

3.3  
claims per  
100  
workers  
in 2017/18

\$166 million  
(18%)

\$40,109  
per lost-  
time claim

### REST OF SCHEME

21,973 claims  
(83%)

2.1  
claims per  
100 workers  
in 2017/18

\$735 million  
(82%)

\$43,978  
per lost-  
time claim

# Comparison to WA State Government



AVERAGE  
DAYS  
LOST



RETURN TO  
WORK  
STATUS



DISPUTATIO  
N  
RATE

WA STATE GOVT

69 days  
per lost-  
time claim

93%  
returned to  
work in 2017/18

3.0  
disputes  
applications per  
100 active claims

REST OF SCHEME

90 days  
per lost-  
time claim

85%  
returned to  
work in 2017/18

4.7  
disputes  
applications per  
100 active claims

# Return to work

Work-related injury



Injured worker visits  
doctor or hospital and  
obtains a  
First Certificate of Capacity



Workers' compensation  
claim



## Communication

Worker

Submits claim form,  
Certificate of  
Capacity and other  
information

Has treatment

Engages in return to  
work program

Considers claim  
options



Employer

Has an established  
Injury Management  
System

Submits claim form  
to insurer and other  
info

Considers support  
for claim

Makes payments

Coordinates return  
to work program



Insurer

Determines liability

Manages the claim  
to closure

Makes payments

Coordinates services

Communicates with  
parties



Doctor

Treats worker

Issues Certificates of  
Capacity

Coordinates injury  
management

Approves return to  
work program



WRP

Assesses the  
workplace, work  
tasks and the  
worker's functional  
capacity

Develops return to  
work program



# Benefits for workers

If a worker is away from work due to work related injury for:

20 days the likelihood of return to work is 70%

45 days the likelihood of return to work is 50%

70 days the likelihood of return to work is 35%

## Return to work:

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

# Benefits for employers

- **Minimise disruption** in the workplace
- Retain skills and knowledge of the injured worker
- **Reduce costs** of lost productivity
- Reduce costs of recruiting/training new staff
- Help build **workplace morale** by showing the injured worker is valued
- Contain workers' compensation premium and claim costs



# Focus Areas

- National Return to Work Strategy

- Increase in workers staying in or returning to good work following an injury or illness
- Increase in positive return to work experiences for workers with an injury or illness
- Increase in employers preparing for, effectively responding to and injury and illness in the workplace

- Occupational health

- Management of psychological injury
- Silicosis

- Changing employment patterns

- Labour hire

# Resources

The collage features several WorkCover WA resources:

- Brochures:**
  - Workers' Compensation: A Guide for Employers:** A guide for employers on workers' compensation.
  - Workers' compensation essentials:** An employer fact sheet detailing the basics of workers' compensation.
  - What happens if there is a dispute?:** A guide to resolving workers' compensation disputes in WA.
- Website Screenshots:**
  - Advice and Assistance:** The main website interface with navigation links for workers, employers, providers, and resources. It includes a search bar and a sidebar with links like 'Make a claim', 'Get insurance', and 'Resolve a dispute'.
  - gpsupport:** A specialized website for General Practitioners (GPs) providing resources for managing injured workers, including 'Certificates of Capacity' and 'Recovering at work is the best medicine'.

**Advice and Assistance: 1300 794 744**