

# MEDIA RELEASE



## ECCI KAL MINER COLUMN

This week's column is going to be a little bit dry, but I wanted to touch on two important topics – changes to workers' compensation and variations on redundancy pay.

Changes to the prescribed amount schedule of workers' compensation payments will come into effect at the beginning of the new financial year. When an injured worker has an accepted workers' compensation claim they might be entitled to payments, depending on circumstances. These may include medical and hospital expenses, vocational rehabilitation expenses, weekly payments for loss of earnings and travel expenses.

While the insurer will determine what statutory entitlements the injured worker will receive, the prescribed amount defines the maximum figure the injured worker can receive during the duration of their claim.

These prescribed amounts vary each year depending on changes to the Wage Price Index. For the next financial year, the maximum payment amount has increased to \$217 970, a rise of just over 2 per cent. Payments for medical expenses and vocational rehabilitation expenses are capped at \$65 391 and \$15 258 respectively.

If you're a member of the ECCI, you can access CCIWA's Safety and Risk Services team who can provide you with advice on your workers' compensation issues. Call them on 9365 7415 or email [osh@cciwa.com](mailto:osh@cciwa.com)

We all know the WA economy is slowing down, which unfortunately means that employers may need to consider redundancies. An employee is entitled to a redundancy pay if their employment is terminated at the employer's initiative, either because there is no longer a requirement for that job to be done by anyone, or in situations where the employer experiences bankruptcy or insolvency. The employer needs to consider redeployment opportunities for the employee as part of their redundancy procedure. During this process, the employee may be offered an alternative role.

Employers may apply to the Fair Work Commission for a variation in redundancy pay where an employee has been offered an acceptable alternative role in the following circumstances:

1. With another business, where their current employer has sourced the role, or
2. Within the same business, but the employee has refused the offer.

The FWC will take a number of factors into consideration when making this decision, so in making an application, employers should therefore provide as much information as possible regarding the former role and the alternative role that was offered.

Again, members of the ECCI can access CCIWA's Employee Relations Advice Centre on 9365 7660 or email [advice@cciwa.com](mailto:advice@cciwa.com) if they require further assistance in this area.

On a more positive note, there are a number of government funded grants and free business support services available to help you with business growth, workforce development, work placement and mentoring, financial opportunities and mental health among others. You can find more information on these options under the 'Latest News' page of our website. Visit [www.esperancecci.com.au](http://www.esperancecci.com.au)