



NSW Work Trial & Job Placement Information

Assisting injured workers with their Return to Work

What is a Work Trial?

A Work Trial is a short period of work experience as part of an individual's Return to Work program. The maximum period of a Work Trial is 12 weeks.

A Work Trial is a WorkCover initiative aimed at helping injured individuals to maintain or gain full employment. It is an initiative used when the employer responsible for the injury cannot provide suitable duties.

In most cases the injured worker will have been terminated from their employment before a Work Trial is sought. However, it may be used purely to provide the worker with suitable duties with another employer whilst upgrading his/her physical capacity for a return to pre-injury duties.

The Work Trial must be organised and monitored by an Accredited Rehabilitation Provider, such as Active Working Solutions.

WorkCover must approve the Work Trial prior to its commencement, this usually takes 5 working days.

A Workplace Assessment also occurs before individuals start, and a Work Trial Agreement will be discussed and signed by the worker, employer and Active Working Solutions.

Benefits for Participants

- Gain practical experience and training in a new job. This may be assisted by formal training.
- Demonstrate to a potential employer their ability to do the job.

Benefits for Host Employers

There is no cost and no risk to the Host Employer. Individuals are covered by Workers Compensation whilst on the Work Trial, and the Host Employer has the opportunity to train a potential employee without financial outlay.

The Benefits for Host Employers include:

- Contributing to building a positive perception of their industry.
- Helping to highlight OHS issues with other staff.
- Develop loyalty and commitment from the injured worker; often injured workers are grateful for an opportunity.
- Opportunity to utilise the JobCover Placement Program, upon the completion of the Work Trial.
- Both parties can try before they buy.

Additional Opportunity: The JobCover Placement Program

The JobCover Placement Program is a WorkCover scheme that provides employers with three (3) financial incentives for taking on people that have had a workplace injury. The JobCover Placement Program can only be used for permanent jobs - part time or full time.

WAGES SUBSIDY: The first benefit is up to \$300 per week towards the worker's wages, for the first twelve (12) weeks of employment. This is reimbursed at the end of the 12 weeks.

PREMIUM EXEMPTION: The second benefit is one year of Workers Compensation Coverage for the worker. This saves the employer from paying Workers Compensation on the wages for one year, (which they are normally required to take out for each additional staff member).

The third benefit is one year of protection against a claim if the worker's injury aggravated in the first year. The responsibility falls back onto the original insurer.

Are you interested?

Request your Active Working Solutions Case Manager assist with the potential implementation of a Work Trial or JobCover Placement Program: phone AWS Toll Free on 1300 132 990, or email reception@activeworkingsolutions.com.au.

Source: www.workcover.nsw.gov.au, visit this website for more information. Developed August 2003.

ACTIVE WORKING SOLUTIONS

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For more information or if you would like to refer to Active Working Solutions:

- Toll Free Phone **1300 132 990**
- Toll Free Fax **1300 132 991**, or
- Email reception@activeworkingsolutions.com.au

Visit our website for our office locations:

www.activeworkingsolutions.com.au