

Valued Independent People

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To: wcohs@pc.gov.au

Subject: National Workers Compensation & OH & S Frameworks

An issue for small employers is the fact that Leave accruals for Annual Leave and Long Service Leave are not covered by Workers compensation Insurance.

When workers are off work for an extended period or especially if they are on "Return to work" Programs they still require Leave. The employer either needs to cover that cost or not allow it to continue accruing which is a huge disadvantage for the worker especially if the workplace closes down over the Christmas Holiday period when ALL workers are required to take leave. The worker who has been on workers compensation has no leave due. This can be a considerable extra cost to the employer who need to accrue leave for the person off on workers compensation as well as for the replacement staff member.

Workers on low wages in the community care sector are very disadvantaged by the requirement to drop wages to 85% after the first 4 weeks. They might sometimes be better off on sickness benefits.

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