

UNION FACT SHEET 3 - Victoria

Workers Compensation



Return to Work (RTW) The Accident Compensation Act 1985

Under the Victorian Act a good return to work outcome is that the injured worker returns to safe and sustainable pre-injury duties within 52 weeks of the injury. This is achieved by collaboration between the injured worker, the health and safety representative, the employer, the treating practitioner and the WorkCover agent.

Developing a RTW Plan

Those involved in the Return to Work planning must consider the following based on the treating health practitioner's advice:

- Is the injured worker's original duties and work area appropriate for their RTW
- Any training that may be needed for the injured worker to undertake modified duties
- Do any changes in the workplace need to be made?

The plan must be prepared as soon as possible, and no later than 10 days after the employer becomes aware that the injured worker may be incapacitated for more than 20 days.

Requirements of a RTW Plan and Offer of Suitable Employment

Must include the following:

- Whether assistance with RTW by an occupational rehabilitation services will be required
- An estimated date of return to work
- Steps that have or will be taken to facilitate the RTW
- A description of the specific duties or tasks to be undertaken, including physical and other requirements of the job offered, the work location and hours of work
- The date these duties are to be reviewed

Is not a new contract and must take into account: The nature of the injury, pre injury employment, age, education, skills, work experience, place of residence, medical restrictions, return to work plan and any occupational rehabilitation services that are being provided to the worker.

WorkSafe Advisory Service will provide free advice to both workers and employers.

Contact the WorkSafe Advisory Service on (03) 9641 1444 or 1800 136 089.

Contact us on 1800 060 556 Free call

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