

What is a work trial?

A work trial places you (the trainee) with a new employer (host employer) for a short-term work arrangement (up to 12 weeks). This voluntary program may be useful if:

- your pre-injury employer is unable to provide you with suitable work to match your current capacity, or
- you are returning to work with a different employer and on-the-job training is required.

A work trial enables you to stay active and develop new skills, which is an important part of your treatment and recovery after an injury or illness.

Program benefits

As a trainee, you can keep active and:

- upgrade your capacity for work so you can return to your job , or
- develop skills, knowledge and experience and increase your capacity for a new job or industry
- demonstrate your ability to a potential employer.

Eligibility

You may be eligible for a work trial if:

- you are receiving, or are entitled to receive weekly payments under the *Workers Compensation Act 1987* (1987 Act)
- you have capacity to work, but your pre-injury employer is unable to provide suitable work
- you have not accepted a commutation or work injury damages settlement.

Talk to your employer or the insurer if you are currently unable to return to your job and are interested in participating in a work trial.

Starting the work trial

A workplace rehabilitation provider (provider) helps find a work trial host and get you started.

Once a host employer confirms they are willing to participate, the provider will visit the workplace with you and conduct a workplace assessment to match your capacity to the requirements of the job. The provider will also assess your ability to perform the tasks safely.

Once all relevant parties agree to the work trial, the provider will complete and distribute the necessary documentation so the program requirements are clear.

During the work trial

As a trainee, you will receive training, supervision and feedback from the host employer. They will also nominate a supervisor to oversee the work you perform during the trial.

The provider is responsible for managing all aspects of the work trial. They will maintain regular contact with you and the host employer to discuss progress, your strengths as well as areas for further development (if required).

Any costs relating to travel and essential equipment are covered by the insurer or SIRA.

You will continue to receive weekly payments from the insurer during the work trial. You will not receive payment from the host employer.

After the work trial

Where you are not returning to your pre-injury employer, it is anticipated that you will be considered for any vacancies in the host employer's organisation should you meet the job requirements.

If the host employer matches you to a suitable job after the work trial, they may be eligible for incentives under the JobCover placement program. This includes:

- incentive payments for up to 12 months (to a maximum of \$27,400)
- workers compensation premium exemption for your wages for two years
- protection from the costs of any changes to your existing injury for two years.

Further information

Refer to the work trial guidance material for more information about the program, its benefits, eligibility requirements and procedures. You can also contact your insurer case manager or call our Customer Service Centre on 13 10 50.

SIRA is the government organisation responsible for regulating the NSW workers compensation system. Learn more about SIRA and workers compensation at our website.

This publication may contain information that relates to the regulation of workers compensation insurance, motor accident third party (CTP) insurance and home building compensation in NSW. It may include details of some of your obligations under the various schemes that the State Insurance Regulatory Authority (SIRA) administers. However to ensure you comply with your legal obligations you must refer to the appropriate legislation as currently in force. Up to date legislation can be found at the NSW Legislation website legislation.nsw.gov.au.

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