

RECOVER@WORK

The Recover@Work (R@W) program places injured workers in short term host employment with employers who have an established track record of successful return to work outcomes with their own workers.

The programs usually run for 3–6 weeks. WorkCover pays the worker's wages when they participate in a suitable duties program and the host employer benefits from the services of an additional skilled worker.

WHY DO WE OFFER R@W?

Claims costs are a major factor in premium rates and can be effectively controlled through early return to work. R@W provides early return to work opportunities to injured workers who are unable to return to their pre-injury employer.

It's also really important for workers to get back to work after injury, as 'doing' promotes recovery. Research shows that being off work for a long period of time can have a negative impact and can reduce the likelihood of a worker ever returning to work.

WHY BE A HOST EMPLOYER?

WorkCover pays the worker's wages when they participate in a suitable duties program with a host employer. The host employer benefits from the services of an additional skilled worker.

The programs usually run for 3–6 weeks. At the end of the placement, there is no obligation to employ a person however if you do wish to recruit a new team member, hosting a worker can be an obligation-free way of trialing them while helping the worker with their return to work.

HOW THE INDUSTRY BENEFITS

Providing a R@W host placement for an injured worker from your industry will help reduce claim costs in your industry. WorkCover premium rates are tied to industry claims and cost experience, so you'll make a positive contribution to bringing down costs.

WHY DO WORKERS PARTICIPATE?

R@W helps with work fitness and gives them a chance to have a quick and safe return to work. Workers have the opportunity to develop a range of work skills. It also means less disruption to family, work and social life, as well as improved employment and financial security. Returning to the workplace also means they spend less time recovering from their injury, and potentially reduces their level of impairment.

R@W SUCCESS STORY

In Kylie's case, returning to childcare wasn't an option when she broke her ankle. Lendlease Retirement Living needed help with some office work. Kylie went to work there temporarily as part of WorkCover's Recover@Work program, and she has now been hired by Lendlease for a permanent job.

"The host company was a very important part of my rehabilitation, as not only physically I needed to recover, but mentally as well. This helped me get back up on my feet." – Kylie Easton, R@W participant, pictured below.

The benefits to employers are clear, as Lendlease Retirement Living Qld Regional Manager Greg Little indicates. "Commercially there's a benefit because we're able to get some tasks done that may have taken longer or otherwise don't get done." That's just one reason why they commit to taking on injured workers as part of the R@W program.



Above: Kylie Easton, Recover@Work participant