

Calculating pre-injury average weekly earnings



State Insurance
Regulatory Authority

Workers Compensation Act 1987

Use this form if you are a worker and need to calculate your pre-injury weekly earnings (PIAWE) for the insurer so they can determine the correct benefit/weekly payment payable to you.

Workers can apply for an alteration of their weekly payments in accordance with section 42(1) of the *Workers Compensation Act 1987* (1987 Act). They must complete this form in support of their application and forward it to their insurer together with their supporting documents.

What is PIAWE and how is it calculated?

If a worker is unable to perform his or her pre-injury job, or suitable alternative duties, as a result of a work-related injury or illness, any weekly compensation that might be payable is calculated by reference to the worker's PIAWE.

The PIAWE is the average of weekly earnings over the 52 week period prior to the injury (subject to some exceptions noted below).

The calculation of earnings must take into account any periods of paid leave, but must not include any periods of unpaid leave.

The main component of PIAWE will be the worker's ordinary weekly earnings. These are outlined below:

- If the worker is paid on the basis of ordinary hours worked in a week, the sum of the amounts paid or payable for:
 - earnings for the hours the worker worked or was on paid leave in that week
 - overtime and shift allowances (but only for calculating compensation in the first 52 weeks of incapacity)
 - piece rates
 - commissions
 - the value of non-pecuniary benefits (eg residential accommodation, use of a motor vehicle, health insurance, or education fees)
 - any salary sacrifice arrangement.
- In any other case, the sum of the amounts paid or payable for:
 - the actual earnings of the worker (including paid leave in that week)
 - overtime and shift allowances (but only for calculating compensation in the first 52 weeks of incapacity)
 - piece rates
 - commissions
 - the value of non-pecuniary benefits (eg residential accommodation, use of a motor vehicle, health insurance, or education fees)
 - any salary sacrifice arrangement.

If a worker has been employed for at least four weeks but less than 52 weeks, the PIAWE is calculated over the actual period of continuous employment with the employer prior to injury, but not including periods when the worker did not work or was not on paid leave.

If a worker has been employed for less than four weeks, the PIAWE is calculated on the basis of the average ordinary earnings the worker could reasonably have expected to earn in that employment (if it were not for the injury) for the period of 52 weeks after the injury.

If immediately before the injury the worker was not a full time worker, but at the time of injury had been seeking full time employment and had been, in the previous 78 weeks, predominantly a full time worker, the PIAWE is calculated as the average ordinary earnings with all employers over that 78 week period, but not including periods when the worker did not work or was not on paid leave.

For workers who had been employed by two or more employers at the time of injury there are special ways of calculating the PIAWE and these are set out in a table in schedule 3 of the 1987 Act.

Note: There are prescribed minimum and maximum rates of weekly compensation which are adjusted from time to time.

Claim number

Section 1: Employer details

Employer name

Policy number

Section 2: Your details

Given name(s)

Surname

Date of birth (DD/MM/YYYY)

Employed since (MM/YYYY)

Employment type:

Full time

Part time

Casual

Other

Section 3: Wage information

Ordinary hours worked per week

Ordinary gross hourly rate

Ordinary gross earnings per week

Are any of the following paid on top of the ordinary gross earnings? If so, please provide the value of the payments for the 52 weeks prior to the date of injury.

Overtime

Shift allowances

Commission

Piece rates

Has there been any change in working hours/rates in the 52 weeks prior to the injury? This could include promotion, reduction in working hours etc.

Yes

No

If yes, please provide a brief description.

Date of change (DD/MM/YYYY)

Section 4: Leave

In the 52 weeks prior to the date of injury was any leave taken? Yes No

Paid annual leave (weeks)

Paid other leave (weeks)

Unpaid leave (weeks)

Section 5: Non-pecuniary benefits

Were any of the following non-pecuniary benefits received as part of pay? Please state the monetary value of the non-pecuniary benefits, including the Fringe Benefits Tax value, in the 52 weeks prior to the date of injury.

Use of a motor vehicle Date commenced

Residential accommodation Date commenced

Health insurance Date commenced

Education fees Date commenced

Will you retain use of any of these non-pecuniary benefits while you are unable to work? If yes, please list each item.

Section 6: Salary sacrifice

Is any part of the weekly wage payment directed to another party (also known as salary sacrifice)? Yes No

If yes, please supply details:

Type Amount

Section 7: Reasons for requesting an alteration of weekly payments (to be completed in support of applications in accordance with section 42(1) of the 1987 Act)

Please state the reasons for the request for alteration to your weekly payments

Section 8: Other earning details (to be completed in support of applications in accordance with section 42(1) of the 1987 Act)

Do you have a second employer? Yes No

If yes, please provide the following:

Employer name

Employer address

Street address

Suburb

State

Postcode

Contact person

Employed since (DD/MM/YYYY)

Section 9: Declaration

I have read the information provided in this form. I declare that the information I have supplied in this form, and any attachment to this form, is true and correct and that no information has been suppressed or omitted from this report to the best of my knowledge. I understand that the making of a false or misleading statement concerning a claim is punishable by law and that I may be prosecuted.

Name

Signature

Date (DD/MM/YYYY)