

WORKPLACE INJURY REHABILITATION AND COMPENSATION ACT 2013

Introduction

The *Workplace Injury Rehabilitation and Compensation Act* (WIRC Act), 2013 follows from the Victorian Government's election commitment to recast the *Accident Compensation Act* 1985 and the *Accident Compensation (WorkCover Insurance) Act* 1993 into a single Act that is simpler and easier to use. The WIRC Act 2013 became operational on 1 July, 2014.

The intention of the *Workplace Injury Rehabilitation and Compensation Act 2013* is to:

- a) simplify the provisions applying to the rehabilitation of injured workers and compensation in relation to injuries or deaths arising out of accidents and diseases in the workplace on or after 1 July 2014;
- b) streamline the provisions of the *Accident Compensation Act* 1985 which continue to apply in respect of injuries or deaths arising out of accidents and diseases in the workplace before 1 July 2014;
- c) provide a single gateway for claims for compensation whether under this Act or the *Accident Compensation Act*, 1985;
- d) provide for the registration of employers and the payment of WorkCover premiums;
- e) repeal the *Accident Compensation (WorkCover Insurance) Act* 1993; and
- f) make consequential amendments to the *Accident Compensation Act* 1985, the *Workers Compensation Act* 1958 and certain other Acts.

The objectives of the *Workplace Injury Rehabilitation and Compensation Act 2013* are to:

- (a) reduce the incidence of accidents and diseases in the workplace; and
- (b) make provision for the effective occupational rehabilitation of injured workers and their early return to work; and
- (c) increase the provision of suitable employment to workers who are injured to enable their early return to work; and
- (d) ensure appropriate compensation under this Act or the *Accident Compensation Act* 1985 is paid to injured workers in the most socially and economically appropriate manner, as expeditiously as possible; and
- (e) ensure workers compensation costs are contained so as to minimise the burden on Victorian businesses; and
- (f) establish incentives that are conducive to efficiency and discourage abuse; and
- (g) enhance flexibility in the system and allow adaptation to the particular needs of disparate work situations; and
- (h) maintain a fully-funded scheme; and
- (i) in this context, to improve the health and safety of persons at work and reduce the social and economic costs to the Victorian community of accident compensation.

Contacting the Victorian Chamber of Commerce and Industry

The Victorian Chamber's team of experienced health, safety and wellbeing and workplace relations advisors can assist members with a range of health, safety, wellbeing, employment, human resources and industrial relations issues.

Our experienced health, safety and wellbeing and workplace relations consultants can also provide assistance to both members and non-members on a range of more complex matters for a fee-for-service. The consultants can, among other things, provide health, safety and wellbeing consulting and training to employees, conduct investigations and provide representation at proceedings at the Fair Work Commission.

For assistance or more information, please contact the Advice Line on **(03) 8662 5222**.

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