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## Incapacity Interim Support Payments

<b>Establishment:</b>	Council, CWA 2006 - 2008, 21 August 2006
<b>Last Amended:</b>	17 July 2023
<b>Nature of Amendment:</b>	Minor repairs to ensure document is up to date.
<b>Date Last Reviewed:</b>	2023
<b>Responsible Officer:</b>	Director, People and Culture

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### FLINDERS UNIVERSITY ENTERPRISE AGREEMENT 2023 TO 26, CLAUSE 26 INCAPACITY INTERIM SUPPORT PAYMENTS

**26.1 [Staff applying for Incapacity]** Where an incapacity application is made the University will offer interim support payments to a staff member, equivalent to the level of Temporary Incapacity Pension paid by the Superannuation Fund (i.e. normally 60 percent of the staff member's salary). Such payment will continue for a period of thirteen (13) weeks (inclusive of personal/carer's leave) or until the application for incapacity is determined by the Superannuation Fund, whichever is the earlier.

**26.2 [Journey Accident Insurance]** The University will maintain insurance for staff members in the event of either temporary total or partial disablement arising from their journey to or from work and will be determined in accordance with the Insurer's Policy.

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## Policy and Procedures

### 1. Incapacity Interim Support Payments

#### 1.1 Superannuation benefits

In order to qualify for an Incapacity Interim Support Payment, a staff member must first submit an application for temporary incapacity benefits to the Superannuation Fund of which they are a member. If the application is approved the Superannuation Fund will normally pay a benefit of up to 60% of the staff member's salary for a defined period.

#### 1.2 Eligibility

If the staff member is likely to exhaust their paid personal/carer's leave entitlements prior to the claim being determined, they are entitled to apply for incapacity interim support payments from the University pending determination of the claim by the Superannuation Fund.

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### **1.3 Period of incapacity interim support payment**

An incapacity interim support payment is payable for a maximum period of 13 weeks from the date the application is lodged with the Superannuation Fund ( inclusive of any remaining personal/carer's leave) or until such time as the claim is determined, whichever is the earlier.

### **1.4 Application**

A staff member should forward a written request for incapacity interim support payments to the Director, People and Culture. The application should include the date that the Temporary Incapacity claim was submitted to the Superannuation Fund and the cessation date of the staff member's personal/carer's leave.

### **1.5 No net disadvantage**

In order to ensure no net disadvantage to the staff member while the case is being considered by the Superannuation Fund, the University will pay the equivalent of the Temporary Incapacity pension paid by the Superannuation Fund (i.e. normally 60% of the staff member's salary) for the period defined in 1.3 above. Once the case is determined by the Superannuation Fund, the staff member will be required to reimburse the University the total amount of any incapacity interim support payment made. The Director, People and Culture may, in cases of financial hardship, exercise discretion with respect to full or partial repayment of this amount.

### **1.6 Other leave**

Annual Recreation and Long Service Leave entitlements may be used to provide a salary if the claim takes longer than 13 weeks to be processed. A staff member may apply to be re-credited with any leave utilised if the claim is accepted.

## **2. Journey Accident Insurance**

Will apply where a staff member's personal/carer's leave has been exhausted and where no other form of compensation is payable to the staff member.