

Policy Redesign Project

All policies and procedures are being reviewed as part of this project. This document is pending review, but remains in effect until the review is carried out.

Incapacity Interim Support Payments

Establishment: Council, CWA 2006 - 2008, 21 August 2006

Last Amended: 7 August 2014 - Enterprise Agreement 2014 to 2017

Nature of Amendment: Update to terminology

Date Last Reviewed:

Responsible Officer: Director, Human Resources

ENTERPRISE AGREEMENT 2014–2017, CLAUSE A17 INCAPACITY INTERIM SUPPORT PAYMENTS

A17.1 [Staff applying for Incapacity] The University will ensure that with respect to an incapacity application, interim support payments made to the staff member will be equivalent to the level of Temporary Incapacity Pension paid by the Superannuation Fund (i.e. normally 60 percent of the staff member's salary). This will be paid for a period of 13 weeks (inclusive of personal/carer's leave) or until the application for incapacity is determined by the Superannuation Fund, whichever is the earlier.

A17.2 [Journey Accident Insurance] The University will maintain insurance which will insure staff members who are injured as a result of an accident on their way to and from work for loss of earnings.

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 s/he is 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 her/his paid personal/carer's leave entitlements prior to the claim being determined, s/he is entitled to apply for incapacity interim support payments from the University pending determination of the claim by the Superannuation Fund.

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 (and 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, Human Resources. 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 with the incapacity interim support payment. The Director, Human Resources 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.