

RISE

Re-employment incentive scheme for employers

Information for employers





How does RISE work?

If you have a job vacancy, contact your claims agent or ReturnToWorkSA. Further information is available on www.rtwsa.com. You will be asked to provide a detailed job description and your claims agent or a job service provider will manage the process of identifying suitable people who can apply for the job.

If you are interested in employing a suitable person, a job service provider and/or your claims agent will arrange for RISE benefits and support to be provided.

The re-employment incentive scheme for employers (RISE), supports employers to provide a job to a person who has had a work injury and cannot return to their previous employer.

By providing a job to a person who had an injury, you may be eligible for a significant financial incentive and support through RISE.

You will also have access to a pool of skilled people who may be suitable for your industry and workplace. Returning people with an injury to the workplace benefits everyone.

What are the benefits?

The benefits of the RISE program include:

- reimbursement of up to 100% of the RISE employee's gross wages* for 4 weeks, followed by 50% of the RISE employee's gross wages for 22 weeks of employment for full-time, part-time or casual jobs**
- skilled employees with experience
- assistance and support from a dedicated case manager
- consideration of payments to cover costs such as minor workplace modifications and equipment to assist the person if required.

How can you be a RISE employer?

To participate in RISE you must be either:

- registered with ReturnToWorkSA and making appropriate premium payments or a SA employer not required to register under Division 1 of the Return to Work Act
- SA self-insured employer
- SA Government Agency
- interstate employer that is registered with the relevant Workers Compensation Authority.

You may not be eligible for RISE if:

- you have a poor claims record or a history of failing to maintain accepted safety standards in your workplace
- you have a personal relationship with the RISE employee
- you have your own workers with an injury who are suitable for the job opportunity
- if you are the pre-injury employer you are not eligible.

What jobs are not included in RISE?

- a job based on sub-contract arrangements
- employment as a working Director or Board member of a company
- self-employment where the worker uses RISE benefits to set up their own employment
- commission based only – however commission with retainer may be eligible
- unethical or illegal employment arrangements
- a job based on 'share of take' arrangements e.g. taxi driver or share farming.

What can you expect from your RISE employee?

Your RISE employee is expected to comply with their contract of employment and:

- attend the workplace as set out in their contract
- comply with your health and safety policies and procedures
- advise the claims agent/case manager if employment with you ends.

What are your responsibilities?

As an employer you are responsible for:

- engaging the RISE employee in a contract of employment
- providing a safe working environment and ensuring the RISE employee is familiar with all local health and safety policies and procedures
- meeting all award and industrial requirements relevant to the position
- keeping records of the hours worked and wages paid to the worker
- submitting RISE wage reimbursements to your claims agent weekly, fortnightly or monthly
- paying the relevant premium and superannuation contributions on behalf of the RISE employee
- ensuring the RISE employee is not required to exceed their current physical levels of capacity, as set by a recognised medical expert
- advising the claims agent/case manager if the RISE employee is no longer employed by you.

*Gross wages must exclude allowances, overtime, superannuation, leave loading, bonuses and commissions.

**In some instances, you will only be eligible to claim a portion of the full 26 week subsidy. Please talk to your employee's case manager for more information.

Where can I get further information?

Please contact your claims agent, job service provider or ReturnToWorkSA for RISE enquiries or go to the ReturnToWorkSA website www.rtwsa.com.

Useful contacts

EML

Phone **(08) 8127 1100** or **1300 365 105**

Gallagher Bassett

Phone **(08) 8177 8450** or **1800 774 177**

ReturnToWorkSA

www.rtwsa.com

info@rtwsa.com

Phone **13 18 55**

8:00am–6:00pm Monday to Friday