

PIAWE – information for employers

what is PIAWE?

Pre-Injury Average Weekly Earnings, or PIAWE, refers to the average of a worker's earnings during a given period before their injury (relevant period) expressed as a weekly sum, plus any overtime or shift allowances permitted to be included. This amount will form the basis for determining ongoing weekly payments for workers who have a workers compensation claim. The components of PIAWE, for example, base rate of pay, commissions, piece rates, allowances, or non-cash benefits can differ for each worker, depending on their individual Fair Work instrument, EBA or employment contract.

why is it important?

PIAWE is used to calculate weekly payments on a claim and will remain as initially calculated:

- unless the worker is less than 21 years, an apprentice or a trainee and it is updated once they reach the next age or stage,
- unless it is determined to be incorrect following a request for review by the worker,
- until after 52 entitlement weeks any shift and overtime are removed from PIAWE,
- when PIAWE is reviewed on 1 April and 1 October every year for indexation purposes and may be increased in line with CPI

how you can assist?

Please provide the necessary payroll information to your insurer to ensure pre-injury average weekly earnings (PIAWE) can be calculated correctly for workers.

The 'Calculating pre-injury average weekly earnings' (PIAWE) form was developed to assist in this process. The form is a convenient means of gathering all information in one place. Completing the form will reduce the need for your insurer to contact you for more information and will increase the likelihood that PIAWE will be calculated correctly. Employers will need to ensure relevant information below is provided to the insurer if applicable:

- Copy of award/EBA/employment contract/industrial instrument
- Copies of payslips/payroll records, including a list of allowances received
- Copy of leave records for the past 12 months

Once the worker provides you with their Certificate of Capacity you should forward this certificate to your insurer as soon as possible to ensure workers receive their first weekly payment within 7 days from the date of first incapacity, as required by the *Workers Compensation Act 1987*.

If all relevant information is not provided to your insurer before the first weekly payment has to be paid, your insurer may use more general information, such as the Award Rate of the occupation for the worker, to calculate PIAWE.

Prompt provision of the necessary information will:

- Reduce the likelihood of disputes
- Allow the focus to remain on recovery at work or return to work
- Ensure the amount is not higher or lower than it is meant to be.

who calculates PIAWE?

It is the responsibility of your insurer to calculate PIAWE. The more information you can provide to assist in this process will make their job easier.

Steps insurers need to take to calculate PIAWE

Step	Action	Information to assist
1	Establish the period of employment for which PIAWE will be calculated	Date of commencement of employment Date of any change in employment circumstances
2	Establish whether any leave occurred during that period, including any earnings received during those weeks of leave	Leave records, including dates unpaid and paid leave were taken, including earnings for those weeks
3	Determine whether the worker was employed under a Fair Work instrument	Modern award, enterprise agreement, workplace determination or FWC order
4	Calculate the individual components of PIAWE (base rate of pay, piece rates, commission, non-cash benefits, shift work or overtime) and remove any weeks as required by the legislation	Payslips, any other evidence of earnings or written agreements concerning wage payments

what options are available if you do not agree with the PIAWE calculation?

Once you have submitted the necessary payroll information, your insurer will provide information documenting the PIAWE which has been calculated for your worker. If you do not agree with this amount, you can submit further evidence to your insurer for their consideration in any recalculation of PIAWE.

more information

The icare Calculating pre-injury average weekly earnings form is designed to capture all earnings and leave information in one place.

The following Fact Sheets can be obtained from your insurer:

- Relevant period
- Ordinary earnings
- Shift and overtime
- Leave
- Indexation
- Concurrent employment

If you would like to learn more, you can contact your insurer to gain access to online learning modules covering Relevant period, Ordinary earnings and Shift and overtime.