

CROSS BORDER GUIDE

CROSS BORDER ARRANGEMENTS FOR WORKERS COMPENSATION

AUGUST 2007

CONTENTS

CONTENTS	1
1 INTRODUCTION	2
2 EMPLOYERS' OBLIGATIONS	3
2.1 Requirement to insure individuals who work in NSW.....	3
2.2 Employers' obligations in other jurisdictions	3
2.3 Occupational health and safety obligations – notification of injuries	3
3 STATE OF CONNECTION	5
3.1 How to determine 'State of Connection'	5
3.2 Usually works	5
3.3 Usually based.....	6
3.4 Employer's principal place of business.....	7
3.5 What if a 'State of Connection' can't be determined by the above tests?	8
3.6 Diseases of gradual onset.....	8
4 TEMPORARY ARRANGEMENTS	9
5 WORKERS COMPENSATION INSURANCE	12
5.1 Wages declaration	12
5.2 Supporting documentation	12
5.3 Changes to wages declared.....	13
6 WORKERS EMPLOYED ON SHIPS	14
7 OTHER SCENARIOS	16
8 WORKERS COMPENSATION AUTHORITY CONTACTS	23

1 INTRODUCTION

The purpose of this guide is to assist employers, insurers, and workers to understand the new workers compensation cross border provisions, which commenced 1 January 2006.

In the past, employers at times found themselves being required to obtain workers compensation coverage for an individual worker in more than one State or Territory. From 1 January 2006, employers are only required to maintain a workers compensation insurance policy in New South Wales (NSW) when they have workers with a 'State of Connection' in NSW. Similarly, the benefits to which an injured worker is entitled are also determined by the 'State of Connection'.

The 'State of Connection' of a worker is determined by a series of 'tests', details of which are contained in section 3 of this guide.

These new provisions **do not** always mean that an employer will only require one policy of insurance in one State for all their workers.

2 EMPLOYERS' OBLIGATIONS

2.1 Requirement to insure individuals who work in NSW

All employers who employ workers in NSW are required to maintain a workers compensation insurance policy for those workers. Cross border legislation will determine in which jurisdiction employers are to obtain insurance cover for their workers.

Under section 9AA of the *Workers Compensation Act 1987* (the Act), compensation is only payable where a worker's employment is connected with NSW. This is referred to as the 'State of Connection'. If it is determined that a worker's 'State of Connection' is NSW, the employer must be insured in this State under section 155 of the Act.

Authorities may take legal action against the employer and/or pursue penalty premiums if it is determined that an employer does not have appropriate insurance coverage for their workers in their 'State of Connection'. An employer may have a defence if a court determines that a current workers compensation policy was held for the worker in the State to which the employer reasonably believed the worker was connected (sections 155 (3A) and 156 (8)).

In the event of a successful claim for compensation from a NSW worker arising on and from 1 January 2006, WorkCover may seek recovery of the claim costs against an uninsured employer.

2.2 Employers' obligations in other jurisdictions

Everyone who employs workers must have a workers compensation insurance policy. As all States and Territories have commenced complementary cross border legislation, workers undertaking work in these jurisdictions are only required to be insured in the State to which they are connected.

There may however be differences between States regarding who is a worker and under what circumstances benefits are payable. Employers should contact their insurer and/or the workers compensation authorities in every jurisdiction where they engage individuals to work to ensure that the insurance arrangements in place are appropriate. Contact details for the various States' workers compensation authorities are contained at the end of this guide.

2.3 Occupational health and safety obligations – notification of injuries

Notify WorkCover immediately on 13 10 50 for serious incidents involving a fatality or a serious injury or illness that takes place in NSW even if you have workers compensation insurance cover in another State or Territory. You must also notify your workers compensation insurer/Scheme Agent within 48 hours.

For other incidents involving an injury or illness to workers, notify your workers compensation insurer/Scheme Agent within 48 hours. They will advise WorkCover. In the event that the relevant insurer is not a NSW Scheme Agent, you must advise WorkCover.

For further information on notifying work related incidents please refer to our website at www.workcover.nsw.gov.au

3 STATE OF CONNECTION

3.1 How to determine 'State of Connection'

Employers need only declare wages for workers compensation insurance in NSW for workers whose 'State of Connection' is this State. You should determine whether a worker's employment is connected with NSW under section 9AA of the Act.

The following cascading series of tests is to be applied to determine a worker's 'State of Connection'. It is important to note that these tests apply to a particular contract or term of employment for a worker. If employment circumstances change, the tests should be revisited. If the first test identifies a single State there is no need to consider the remaining tests. It is only when the 'State of Connection' cannot be determined that the test moves onto the next level until a single State can be identified.

A worker's 'State of Connection' is:

- Test A - the State in which the worker **usually works** in that employment
- Test B - *if no State is identified by test A*, the State in which the worker is **usually based** for the purposes of that employment
- Test C - *if no State is identified by test A or B*, the State in which the **employer's principal place of business** in Australia is located.

Each of the steps in identifying a worker's 'State of Connection' is discussed in further detail below. Special arrangements apply to workers employed on ships. (Refer to section 6 – Workers Employed On Ships).

3.2 Usually works

A worker **usually works** in the State where they spend the greatest proportion of their working time. Many workers are required to travel temporarily to other States in the course of their duties. However, if a worker spends the greatest proportion of their time working in one State, for the term of their contract, they are considered to usually work in that State. (Refer also to section 4 – Temporary Arrangements).

In determining whether a worker usually works in a particular State an employer should consider:

- what is the worker's history of employment with the employer
- how long is the arrangement intended to last? Temporary arrangements shorter than six months are not to be taken into account
- what are the intentions of the employer and worker?

Example: Test A – State in which the worker usually works

- a grazier has a property on the border between Queensland and NSW
- the homestead from which the grazier runs the business is on the Queensland side of the border
- the shearing sheds and shearers' accommodation are located some distance from the homestead on the NSW side of the border
- the grazier engages shearers for a fixed contract on the property
- the shearers only work in the shearing sheds for the period of the contract and at no time visit the homestead.

To establish the worker's 'State of Connection' we need to work through the tests. In this example, test A identifies the State in which the worker usually works under that contract and establishes that in this example the workers (the shearers) are engaged to work in the shearing sheds in NSW for the period of the contract. Test A identifies the 'State of Connection' to be NSW. There is no need to consider the remaining tests.

3.3 Usually based

There may be cases where, under an ongoing contract of employment, a worker works comparable periods of time across a number of States and a single 'State of Connection' cannot be determined using test A. In these cases it will be necessary to proceed to test B, **usually based**.

Factors to consider in determining where the worker is based for the purposes of employment include, but are not limited to:

- what is the work location specified in the worker's contract of employment
- where does the worker routinely attend to collect or use materials, equipment or other items in relation to the work and receive directions or instructions
- where does the worker report to in relation to the work?

Example: Test B – State in which the worker is usually based

- an interstate bus company has a head office in NSW
- the company has offices and depots in Queensland, NSW and Victoria
- drivers spend equal amounts of time driving through the three States but are usually connected to one of these depots
- the drivers do not usually work in any one State.

Test A fails to identify a State in which the worker usually works in that employment, the drivers do not usually work in any one State.

By applying test B it can be established what State the worker is usually based in for the purposes of that employment. In this scenario, the worker is usually based in the depot from which they operate. For instance, if one driver normally operates from a depot in NSW, their employer would require a workers compensation policy in NSW for that worker.

3.4 Employer's principal place of business

There may be cases where a worker works equally across a number of States and is not usually based in any particular State. As the first two tests fail to identify a single State, test C must be undertaken. Under test C the worker's 'State of Connection' is where the employer's **principal place of business** in Australia is located.

Evidence to establish the employer's principal place of business will include:

- the address registered on the Australian Business Register in connection with the employer's Australian Business Number (ABN)
- if the employer is not registered for an ABN, the State registered on the Australian Securities and Investments Commission's National Names Index, as being the jurisdiction in which the employer's business or trade is carried out
- if the employer is not registered for an ABN or on the National Names Index, the employer's business mailing address.

Example: Test C – Employer’s principal place of business

- a construction company with its office in NSW undertakes contract work in both NSW and Victoria
- on past contract experience, the work is evenly distributed between the States
- the workers work in both States from time to time depending on where the employer gains a contract
- the workers do not have a permanent base, rather they report directly to the site on which they are working at that time.

In this example, test A does not apply, as the workers work in both NSW and Victoria and cannot be said to work usually in any one State.

Test B does not apply, as the workers are not based in any one State as they report directly to the site on which they are working at that time.

To identify the workers’ ‘State of Connection’ we need to move to test C. By applying test C we identify the employer’s principal place of business, which in this example is in NSW, therefore the workers’ ‘State of Connection’ is NSW.

3.5 What if a ‘State of Connection’ can’t be determined by the above tests?

If a worker is injured and no ‘State of Connection’ can be determined under the above tests, a workers employment can be connected with NSW if the worker is in this State when the injury happens, but only if the worker is not entitled to compensation for the injury under the laws of a place outside Australia – see s 9AA (5) of the Act.

3.6 Diseases of gradual onset

The following procedure is to be applied to determine the ‘State of Connection’ of a worker where the injury suffered is of such a nature as to be contracted by a gradual process:

- apply the series of tests to determine the worker’s ‘State of Connection’
- the laws of that worker’s ‘State of Connection’ will determine the employer who is responsible for the payment of compensation in respect of the injured worker
- should it be established that the injury is attributed to a previous employer of the worker, the tests to determine the worker’s ‘State of Connection’ at that time should be applied
- compensation/potential cost sharing will then be sought from the employer(s) in the ‘State(s) of Connection’ considered liable.

4 TEMPORARY ARRANGEMENTS

Cross border provisions allow a worker to work temporarily for the same employer under the same term or contract of employment, outside their 'State of Connection' for up to six months without the need to reconsider where the worker 'usually works'.

When a temporary interstate work arrangement of six months has elapsed, the employer must review workers compensation insurance arrangements relating to the worker. At this point in time, the employer and worker may agree that:

- the arrangement remains temporary (the employer should keep copies of documentation supporting the temporary status of the arrangement)
- the arrangement is no longer temporary and the worker has a new 'State of Connection' (the employer must take out insurance coverage for that worker in the new 'State of Connection').

The worker's history of employment with other employers and intention to work in a particular State with other employers are **not** relevant.

Example: Temporary arrangements of *less than six months duration*

- a company operates from a principal place of business in NSW and has a workers compensation insurance policy in NSW
- the company wins a four month contract in Queensland
- the company sends a number of its key permanent NSW personnel to oversee work on the four month contract. They will return to NSW to work at the completion of the contract
- the company also recruits additional staff specifically to work in Queensland on this contract.
- the company has made no commitment to employ these additional workers once the contract in Queensland is completed.

In this example, we must consider each group of workers separately as their contracts of employment are different.

Test A establishes the company's **existing permanent workers** usually work in NSW and are only working temporarily in the other State for the duration of the contract. Their 'State of Connection' continues to be NSW and these workers should continue to be included in the employer's NSW workers compensation policy. As this case has been decided by the application of test A, tests B and C do not require consideration.

By applying test A to the **additional staff** located in Queensland who have been employed solely to work on the contract in Queensland and have no other relevant employment connection with NSW, it establishes these temporary workers usually work in Queensland in that employment and as such Queensland is their 'State of Connection'. This group of temporary workers is only required to have workers compensation coverage in Queensland and the employer needs to take out a workers compensation policy in that State to cover them. As this case has been decided by the application of test A, the other tests do not require consideration.

Example: Temporary arrangements of a significant duration

- a teacher who is employed by the NSW Education Department participates in an interstate teacher exchange program for 18 months
- prior to going on the exchange, the teacher worked for the NSW Education Department for several years
- the NSW Education Department continues to pay her wages during this period
- at the end of the exchange the teacher is to return to her duties in NSW.

To establish what State the worker usually works in, regard must be had to the workers work history and the intention of the employer and the worker.

In cases where a temporary arrangement exceeds six months, the situation must be reviewed at that time to establish what the intention of the employer and the worker is as to the temporary nature of the work in the other jurisdiction.

This exchange scenario would be considered a temporary arrangement. There is sufficient evidence to establish the exchange was temporary and the teacher intended returning to NSW. The teacher's 'State of Connection' would continue to be NSW.

As this case has been decided by the application of test A, there is no need to consider the remaining tests.

5 WORKERS COMPENSATION INSURANCE

5.1 Wages declaration

From 1 January 2006, employers need to only declare wages for NSW workers compensation insurance premiums for workers with a NSW 'State of Connection'.

5.2 Supporting documentation

To ensure that a worker's 'State of Connection' can be readily determined, contracts of employment or other forms of documentation should be clear and specific. Employers should clearly state where, and for how long, workers will be working in a particular State.

Further, employers should keep accurate records of any arrangements to send workers temporarily to other States, these records could include:

- contracts of employment and letters of offer and acceptance
- occupational licences and accreditation
- timesheets and site agreements
- travel/lodging records
- industrial award information
- union membership

or other documentation that might confirm that the employment arrangement is at least six months duration.

If the worker's 'State of Connection' is a State other than NSW you will also need to provide evidence of insurance cover in that State if requested.

Example: Contracts of employment

- a theatre company is registered in NSW and tours Australia with performances running for up to two months in each State
- a performer resigns halfway through the tour in NSW
- the employer engages another performer in NSW with the intention that this worker will complete the tour around the country
- this intention is clearly specified in the worker's contract of employment, however, the new worker is injured after a couple of weeks whilst the show is still in NSW.

In this example, the worker's contract provides evidence that the worker was going to be working in several States.

When test A is applied it can be established there is no one State in which the worker usually would have worked in that employment. Even though the worker had worked only in NSW prior to the injury, the intent was that employment would be in the various States over the term of the contract and the worker would not usually work in any one State.

Test B establishes that due to the transient nature of this employment there is no one State in which the worker is usually based; any base the worker had was of a temporary nature.

As test A and B have not identified a 'State of Connection', test C is applied which asks for the employer's principal place of business in Australia. As the employer's principal place of business is in NSW, the 'State of Connection' is NSW.

5.3 Changes to wages declared

As workers compensation insurance policies are for a 12 month duration employers may wish to maintain their current level of coverage. Any fluctuation over the period of coverage would be accounted for in the hindsight premium calculation undertaken at the end of the policy period. However, should there be significant change in the number of workers and associated wages, employers should contact their Scheme Agent for further information.

A list of Scheme Agents can be found at: www.workcover.nsw.gov.au

6 WORKERS EMPLOYED ON SHIPS

Except where workers are covered by the Commonwealth *Seafarers Rehabilitation and Compensation Act 1992*, (the *Seafarers Act*) the 'State of Connection' of workers on ships is determined in the same way as other workers. However, in the case of a worker working on a ship, if no State or no one State is identified by the tests, a worker's employment is, while working on the ship, connected with the State in which the ship is registered or (if the ship is registered in more than one State) the State in which the ship most recently became registered.

Compensation under the *Workers Compensation Act 1987* will not be available if the *Seafarers Act*, administered by the Seacare Authority, applies to the employment. An employer may apply to the Seacare Authority for an exemption from the application of the *Seafarers Act*. For further information contact the Seacare Authority.

Example: Fishing vessels usually based in NSW

- a vessel voyages between Queensland and NSW and vice versa, and is subject to a section 20A exemption under the *Seafarers Act*
- a trawling business has its principal place of business in Queensland
- the boat is moored, maintained and operated out of a NSW port
- fishing is conducted equally in both Queensland and NSW waters
- the catch is always off loaded at the same port in NSW
- the ship is crewed by workers from both Queensland and NSW who travel to NSW to embark and disembark for each voyage.

In this scenario, test A does not identify a State in which the workers usually work in that employment, as the trawler conducts its fishing equally across Queensland and NSW waters.

As the trawler is based at, and operates out of NSW and this is where the workers attend to embark and disembark, the workers would be considered to be usually based in NSW. By applying test B it can be established NSW is the workers' 'State of Connection'.

The provisions contained in section 9AA(4) (Working on a ship) are not required to be applied as the 'State of Connection' has been identified under test B.

Example: Charter vessel with no usual base

- a vessel voyages between Queensland, NSW and Victoria and is subject to a section 20A exemption under the Seafarers Act
- a company operates a charter vessel and has its principal place of business in Queensland.
- the vessel is registered in Queensland
- the vessel normally operates out of a port in Queensland
- the charter vessel undertakes a six month return voyage from Queensland calling at ports in NSW and Victoria
- a new worker is hired to work on the vessel in Victoria for the remainder of the voyage back to Queensland
- when the voyage was completed, that worker would be flown back to Victoria and their contract of service would be terminated.

The new worker would not be considered to 'usually work in that employment' in any one State under test A. When we apply test B it establishes the new worker is based for the purposes of their employment on the vessel, however this 'base' is moving across States.

Test C identifies the State in which the employer's principal place of business in Australia is located. In this example, the company operating the charter vessel has its principal place of business in Queensland. As such, Queensland is the replacement worker's 'State of Connection'.

Alternative consideration:

Should the replacement worker have been engaged only for the Victorian leg of the voyage and not to continue through to Queensland, test A would have established the State in which the worker usually works in that employment as being Victoria.

7 OTHER SCENARIOS

The following are further examples of the operation of the series of tests. The particular circumstances of each work arrangement an employer enters into would need to be addressed by the 'State of Connection' tests.

Example: A shearer working in a contract team

- a contract shearer employs several full time workers who work as a single team and report directly to the shearing sheds as required
- the shearer has his business records and seeks new contracts from his principal place of business in NSW
- he secures contracts across two States that require equal days work.

In this example, test A does not identify a 'State of Connection' as there is no State in which the worker usually works in that employment. Consideration must then be given to test B. As the workers move to the various worksites rather than report to a base each morning we cannot identify that the worker's are usually based in any one State.

By applying test C we can establish the employer's principal place of business is in NSW where he has his business records and secures contracts. Therefore the workers' 'State of Connection' would be NSW.

Example: Farmhands working across the border

- a grazier has a property on the border between Queensland and NSW
- the homestead from which the grazier runs the business is on the NSW side of the border
- the grazier employs several farmhands who work across the property
- the workers do not usually work in either Queensland or NSW but the workers report to the homestead at the start of each working day to receive instructions/directions and collect equipment.

Test A does not identify a 'State of Connection', as the workers do not usually work in that employment in any one State. The farmhands' work is spread across the property.

Consideration must then be given to test B. The workers report every morning to the homestead in NSW to be assigned work and collect equipment. Based on this information, when we apply test B it can be established that NSW is the State in which the workers are usually based for the purposes of that employment and as such, NSW is the workers' 'State of Connection'.

If the workers did not have such a base in NSW we would need to consider test C to decide the 'State of Connection' and this would be the State in which the grazier's principal place of business was located, which in this example, as the business is based in the homestead, would be NSW.

Example: A manager moving to another site with the same employer

- a mining company has its principal place of business in NSW. It operates mines in Queensland, NSW and Victoria
- a quarry manager who has previously worked at the NSW mine is sent to Victoria to take up a new position of mine manager. He works full time in the Victorian mine.

In this example, it is clear from the application of test A, the intent of the employment relationship is that the worker now usually works in Victoria as the quarry manager has taken up a new contract of employment with the same employer. The employer would need to obtain workers compensation coverage for the worker in Victoria.

As this case has been decided by the application of test A, the remaining tests are not required.

Example: Workers are flown home on rostered rest days

- a mining company has its principal place of business in NSW
- the company operates mines in Queensland, NSW and Victoria
- workers are employed to work full time in a NSW mine but are flown home for rostered rest days on a regular basis.

For the purposes of identifying the worker's 'State of Connection', consideration must be given to the location where they actually work. Test A identifies the State in which the workers usually work in that employment. In this example, the mineworkers usually work in the NSW mine.

Therefore this group of workers' 'State of Connection' would be NSW. The fact that these workers are flown home on a regular basis is immaterial.

As the issue is decided by the application of test A, the remaining tests are not required.

Example: A mining engineer working from a home office

- an engineer is engaged by a mining company with its principal place of business in Queensland
- the company operates mines in Queensland, NSW and Victoria
- the engineer has a home office in NSW where he prepares/finalises reports and receives regular and ongoing instructions from his employer to that office in relation to the site he is required to go to and the work he is to perform
- the engineer is sent from mine to mine throughout Australia and periodically to Asia as required, for periods ranging from a few weeks to several months. He cannot be regarded as usually working in any one State.

In this example, test A does not establish in what State the worker usually works in that employment.

However, by applying test B we can establish that the worker is usually based in NSW for the purposes of that employment, as it is here that instructions are received on work to be carried out. Therefore NSW is the worker's 'State of Connection'. The worker's employer would be required to effect workers compensation cover in NSW for this worker.

Example: A courier crossing the border many times during the day

- a courier service has its office in Tweed Heads, NSW and employs workers from both Queensland and NSW
- workers report daily to the NSW office to collect the courier vans and initial deliveries.
- directions are received via radio throughout the day
- the workers cross the border regularly and do not 'usually work' in either Queensland or NSW.

Test A does not identify a State in which the workers usually work in that employment as the workers are working in Queensland and NSW as part of their daily duties.

Test B is the State in which the workers are usually based for the purposes of that employment. In this scenario the workers report to the NSW office on a daily basis to collect their vans and pickup initial deliveries. As such, NSW is their 'State of Connection'.

Example: An IT consultant working as a troubleshooter at many sites

- an IT consulting company has its principal place of business in NSW. It operates computer data warehousing facilities in the ACT, Queensland, NSW and Victoria
- full time troubleshooters are employed by the company and are flown to various sites where they remain until the issue is resolved. This can be anything from a few weeks to several months. Following a short break, the troubleshooters are then directed and flown to the next location
- these workers are not designated to work in any one State, nor do they usually report to any one location or base to collect equipment or materials.

Under test A, these workers do not usually work in any one State, nor do they report to any one location or base to collect equipment or materials as would be required to satisfy test B.

As tests A and B have not identified the troubleshooters' 'State of Connection', test C should be applied. NSW would be the 'State of Connection' as this is where the employer has its principal place of business.

Example: A sales representative using accommodation in NSW as a base

- a sales representative is employed by a company in the ACT to cover NSW and Queensland sales territories
- the company has only one office in the ACT
- the worker spends his time equally across NSW and Queensland with occasional visits to head office in the ACT
- the worker is using accommodation in NSW as his base for the purposes of carrying out his work, as the worker does not usually work in any one State.

Test A does not identify a 'State of Connection', as the worker does not usually work in that employment in any one State.

Test B determines the State in which the worker is usually based. The evidence in this example indicates the worker is based in NSW. He uses accommodation in NSW as his base for the purposes of carrying out his work. The worker's 'State of Connection' is NSW.

As the issue is decided by the application of test B, test C is not considered.

Example: A truck driver working from a home base

- a driver works for a large company with a head office in Queensland and takes his orders over his home phone in NSW
- using a home-garaged rig, the driver picks up goods at a designated location, travels through Queensland, NSW and Victoria to the destination, picks up further goods and offloads at the new destination in Queensland and returns home to NSW
- his wages are paid by way of electronic payments each month into his bank account by the head office in Queensland
- this worker cannot be said to usually work in any one State as his duties take him equally across three States.

In this scenario, test A fails to establish the State in which the worker usually works in that employment as the driver works equally across three States. When test B is applied we can establish the location where the worker keeps his rig would be considered his base for the purposes of his employment, therefore the 'State of Connection' would be NSW.

Should this driver be expected to attend a depot to collect a rig, then the location of such a depot would indicate the 'State of Connection'.

Example: An entertainer employed to complete a number of sections of a tour

- a theatre company is registered in Queensland
- it employs a core troupe of performers from all over the world and tours Australia with performances running for up to two months in each State
- additional performers and ancillary workers may be engaged at any time throughout the tour.

This example is dependent on the workers contract of employment. Each worker's circumstances must be assessed on a worker by worker basis to establish their 'State of Connection'.

By applying test A it is clear that the core troupe of workers employed to tour throughout Australia would not usually work in any one State for this employment.

Test B fails to identify any one State the workers would usually be based in.

As tests A and B have failed to identify this group of workers' 'State of Connection' we apply test C. Test C identifies the company's principal place of business as Queensland, which would therefore be this group of workers 'State of Connection'.

Should any workers be employed under contract solely to perform work in a particular State, for example NSW, test A would establish that NSW was the State in which the worker usually worked in this employment and as such, NSW would be their 'State of Connection'.

Example: Labour hire workers

- a worker is registered with the NSW office of a labour hire agency. The worker has had continuous employment through the labour hire agency with various employers in NSW for two years
- the worker is offered a fixed period of employment contract in Victoria by the ACT office of the labour hire agency. The worker is paid wages by the ACT office for the period of the contract
- the worker intends to return to NSW at the end of the contract and resume work through the NSW office as and when work comes available.

The worker's contract of employment has been arranged through the NSW office of the labour hire agency and the ACT office is paying the worker's wages. However, under test A Victoria is the State where the worker will usually work for the period of the contract of employment with the ACT office of the labour hire agency.

The ACT office of the labour hire agency will need to effect cover in Victoria for this worker.

8 WORKERS COMPENSATION AUTHORITY CONTACTS

- Your workers compensation insurer/Scheme Agent
- www.workcover.nsw.gov.au
- NSW WorkCover Assistance Service: 13 10 50
- WorkCover Queensland www.workcover.qld.gov.au
- WorkCover Victoria www.workcover.vic.gov.au
- WorkCover ACT www.workcover.act.gov.au
- WorkCover South Australia www.workcover.com
- WorkCover Tasmania www.tas.gov.au
- WorkCover Western Australia www.wa.gov.au
- Worksafe Northern Territory www.nt.gov.au
- Comcare www.comcare.gov.au
- Seacare Authority www.seacare.gov.au
- Australian Defence Force www.defence.gov.au

Disclaimer

This publication contains information regarding occupational health, safety, injury management or workers compensation. It includes some of your obligations under the various workers compensation and occupational health and safety legislation that WorkCover NSW administers. To ensure you comply with your legal obligations you must refer to the appropriate Acts.

This publication may refer to WorkCover NSW administered legislation that has been amended or repealed. When reading this publication you should always refer to the latest laws. Information on the latest laws can be checked at www.legislation.nsw.gov.au or contact (02) 9238 0950 or 1800 463 955 (NSW country only).



WorkCover NSW 92-100 Donnison St Gosford NSW 2250
Locked Bag 2906 Lisarow NSW 2252 WorkCover Assistance Service 13 10 50
Website www.workcover.nsw.gov.au
Publication No. 4814 © WorkCover NSW 0707



New South Wales Government