

## Pre-injury average weekly earnings fact sheet: Short-term workers

### Overview

This fact sheet provides guidance as to when prospective earnings may be taken into account to calculate a short-term worker's pre-injury average weekly earnings (PIAWE).

**NOTE:** This fact sheet only applies to workers injured on or after 21 October 2019 and does not apply to exempt workers.

### What is a short-term worker?

A short-term worker is someone who has been continuously employed by the same employer for less than four weeks.

### How to calculate PIAWE for short-term workers

The agent may calculate a short-term worker's PIAWE by having regard to the weekly earnings they could have expected to earn in that employment in the 52-weeks after the injury.

### What information does the agent need to consider?

When considering a short-term worker's prospective earnings, the agent is to take the following into account:

- Any contract of employment (in writing or implied) in place before the date of injury
- Any Award or Enterprise Bargaining Agreement for the worker
- The pre-injury hours worked, and the earnings received during the 52 weeks before the injury.

If this information is of limited assistance, the agent may have regard to the average weekly amount earned by others performing similar work as the worker, but not necessarily in the same employment as the worker in the 52 weeks before the injury.

### Example

Dorothy sustained an injury to her arm when she slipped on her fourth day of employment. Before her injury, she had worked an average of 7.6 hours a day and was paid a casual hourly rate of \$25.99 per hour. Dorothy did not have a written contract of employment, but her employer advised the agent that Dorothy was paid in accordance with an applicable Award and the expectation had been that she would have worked a five-day week.

In these circumstances, the agent calculated Dorothy's PIAWE to be 5 days x 7.6 hours x \$25.99 per hour = \$987.62 a week.

## Other useful information

- [PIAWE fact sheet: PIAWE overview](#)
- [PIAWE fact sheet: Agreements](#)
- [PIAWE fact sheet: Relevant earning period](#)
- [PIAWE fact sheet: Concurrent employment](#)
- [PIAWE fact sheet: Non-monetary benefits](#)
- [PIAWE fact sheet: Unpaid leave](#)
- [PIAWE fact sheet: Apprentices, trainees and young people](#)
- [PIAWE fact sheet: Indexation](#)
- [PIAWE fact sheet: Alignment to pay cycle](#)
- [PIAWE fact sheet: Change in earning circumstances](#)
- [SIRA's Workers Compensation Guidelines](#)
- [SIRA's Claims Management Guide](#)

## Further assistance

For help with calculating PIAWE, please contact your agent or [icare](#).