



ATTENTION!

**Employer
Training
Incentive**

**Only
Available
Through
Beneficent**

What is the Employer Training Incentive (ETI) Program?

ETI is a program where employers are paid to provide up to a maximum of 50 hours, of real world supervised training to participants prior to offering them employment. This enables an employer to be paid up to 50 hours to train a potential new employee!!

Beneficent, through ReturntoWorkSA (RTWSA) and its Claims Agents Employers Mutual (EML) and Gallagher Bassett (GB) is the only provider that can offer and approved employer entry to this program.

Want to know more??...

Some Important Questions ...

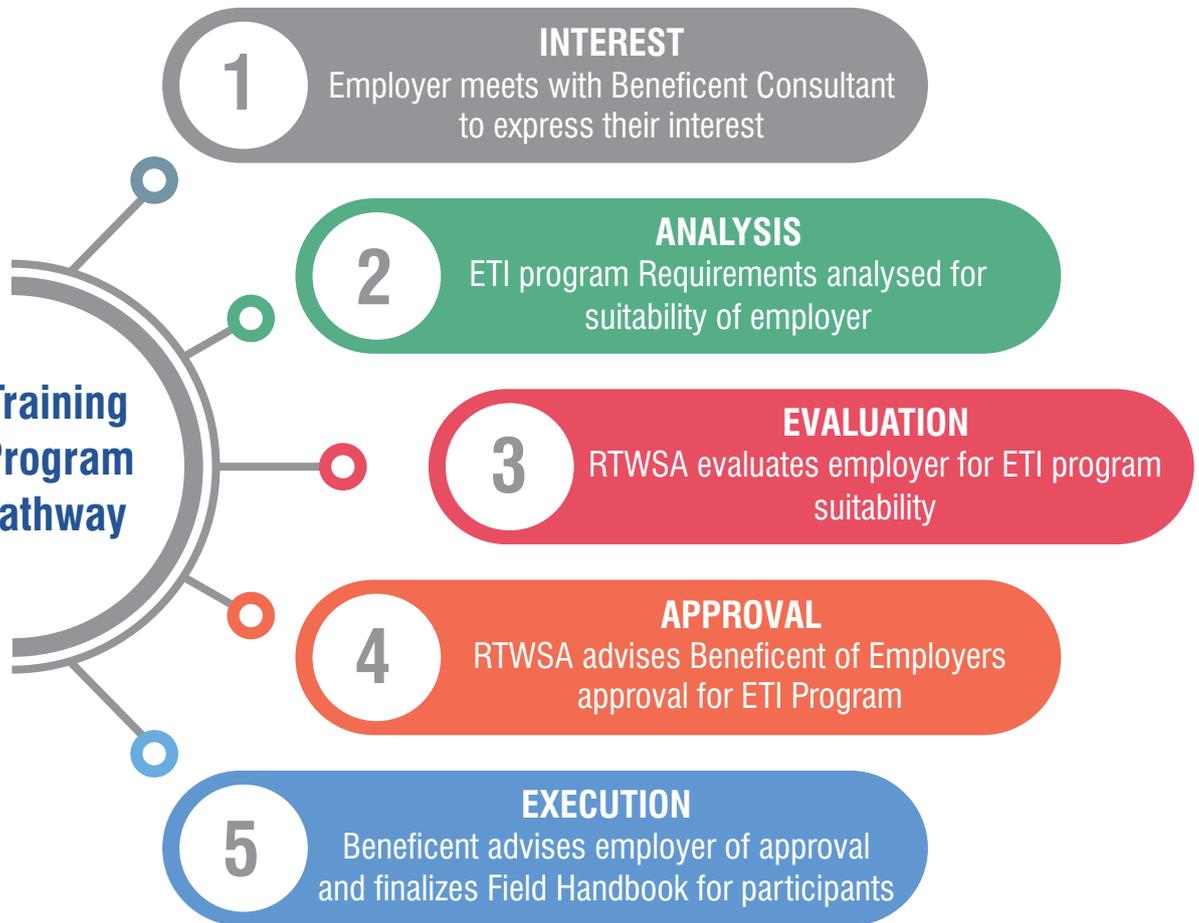
Who funds the ETI program?	ReturntoWorkSA																				
Who approves an employer's participation in the ETI program?	SA Claims Agents EML or GB																				
Who are the program participants?	Injured workers under the RTW Act 2014																				
Who refers the participants to the program?	Beneficent via SA Claims Agents EML or GB																				
Who coordinates the approval of the participant with an employer?	Beneficent																				
Who provides the workplace training to the participant?	Employers																				
How long is the training for?	Up to 50 hours maximum																				
How much is the employer paid to complete the 50 hours of training?	Up to 50 hours @ \$100 per hour = \$5,000 max																				
How is the training structured?	<p>Base Program Timeline</p> <p>The base program timeline can be varied to meet the requirements of the participant and employer.</p> <p>Where a client has cleared hours of capacity greater than outlined below, the actual placement hours can match the cleared hours to maximise the clients hours in the workplace, but the employer is not paid additional training hours</p> <table border="1"> <thead> <tr> <th></th> <th>Week 1</th> <th>Week 2</th> <th>Week 3</th> <th>Week 4</th> </tr> </thead> <tbody> <tr> <td>Days worked</td> <td>2</td> <td>2</td> <td>3</td> <td>4</td> </tr> <tr> <td>Hours worked</td> <td>3, 3</td> <td>4, 4</td> <td>5, 5, 5</td> <td>5, 5, 5, 5</td> </tr> <tr> <td>Weekly total</td> <td>6hrs</td> <td>8hrs</td> <td>15hrs</td> <td>20hrs</td> </tr> </tbody> </table> <p>Grand Total = 49hrs training + 1hr induction = 50 hours total</p>		Week 1	Week 2	Week 3	Week 4	Days worked	2	2	3	4	Hours worked	3, 3	4, 4	5, 5, 5	5, 5, 5, 5	Weekly total	6hrs	8hrs	15hrs	20hrs
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Who approves the number of hours the participant attends for?	The participants treating doctor will approve the hours for the participants program.																				
What happens if the injured worker experiences a worsening of their injury during the training program?	Where an injured worker experiences a worsening of their injury, the costs associated with treating this may be covered by their current claim.																				
What happens if the injured worker experiences a new injury during the training program?	The employer is responsible for ensuring that they have general and public liability insurance that covers them during the training period and on request can produce a certificate to support this.																				
Who pays the injured workers income during the ETI program?	The Claims Agent (where applicable). Any non seriously injured workers benefits cease at 104 weeks. These workers may be in receipt of centrelink payments.																				
When does the participant become an employee of the employer?	The participant does not become an employee of the employer until the 50 hours of training is completed, and the employer agrees to formally hire the injured worker. This is formalised through the signing of an employment contract between the employer and employee.																				

<p>What must an employer provide for the ETI program?</p>	<ul style="list-style-type: none"> ◆ An appropriately skilled trainer to teach the skills to the participant ◆ Finalise a Field Handbook for each participant with the Beneficent Consultant ◆ A preparedness to sign off on the competencies the participant has gained in the Field Handbook ◆ A preparedness for a Beneficent Consultant to review progress on-site with the employer and participant on a weekly basis ◆ Provide employment for the participant upon completion of the ETI program
<p>Can the employer decide not to hire the participant?</p>	<p>The employer is expected to hire the participant upon completion of the training program unless:</p> <ul style="list-style-type: none"> ◆ The employer's fiscal circumstances alter substantially, and it is not reasonable to expect them to take on an employee. In this circumstance the employer would be expected to provide a positive reference and act as a referee for the injured worker ◆ The injured workers performance at work is not considered to have reached an acceptable standard for employment. The employer and the Beneficent Consultant will determine if allowing an additional work training placement is warranted (with no additional training benefits to be paid to the employer). This will be reviewed with the claims agent for final approval.
<p>Upon completion of the ETI Program, are there any other benefits available to the employer</p>	<p>Yes – the usual benefits of the RISE scheme may be available as detailed below: (The Beneficent Consultant can advise) :</p> <ul style="list-style-type: none"> ◆ Induction Period – first 4 weeks of employment are free ◆ Employment – up to 22 weeks of wages are reimbursed at 50% (length of time is dependent upon how many weeks of compensation income the participant has left). ◆ Equipment – if the participant requires a uniform or specialised equipment for the role, RTWSA will pay for these as determined reasonable and appropriate by the claims agent ◆ Licenses/certificates/external training - if the participant requires any additional licenses/certifications for the role, RTWSA will pay for these as determined reasonable and appropriate by the claims agent

The Employer Pathway for ETI approval

1. Employer commits a specific resource to oversee and manage the ETI Program.
2. Employers must have a good record as an employer to be considered by RTWSA as suitable to participate in the ETI program – an evaluation of factors including but not limited to are:
 - ◆ The employer's ability to provide suitable duties to their injured employees
 - ◆ The employers WHS history
 - ◆ The employers industrial record

Employer Training Incentive Program Approval Pathway



A Case Study for training and employing an injured worker using the ETI Program and RISE vs Non ETI Program

NOTE – this is an **example only**. RISE benefits **may not** be available for every ETI participant. A Beneficent Consultant can step you through the potential savings available for a participant

RISE reimburses gross wages at 100%

for 4 weeks and up to 22 weeks at 50% of the employees gross wages

COST COMPARISON TABLE

ETI program vs Non ETI Program

ETI + RISE Employee	\$ Cost to employer	NON ETI or RISE Employee	\$ Cost to employer
ETI Payment to employer to 50 hrs Employee Wages	+\$5000 +\$1325	Payment of wages to employee for 50 hrs while training them	-\$1325
4 week free training/induction period — - wages paid by RTWSA (4 x 38 x \$26.50)	+ \$4028	No Free induction period — wages paid by employer (4 x 38 x \$26.50)	-\$4028
Employee wages for 22 weeks (22 weeks x 38hrs x \$26.50)	-\$22,154	Employee wages for 22 weeks (22 weeks x 38hrs x \$26.50)	-\$22,154
RISE Payment to employer = 50% x (22 weeks x 38hrs x \$26.50)	-\$11,077		
TOTAL Employer Cost after 6 months	-\$724	TOTAL Employer Cost after 6 months	-\$27,507
Potential Savings to Employer in first 6 months of employment		\$26,783	