

COVID-19 & Workers' Compensation: What employers need to know.

Can an employee that contracts COVID-19 claim for Workers' Compensation?

For a claim to be compensable, an **employee** must establish a link between the contraction of COVID-19 (communicable disease) and their employment. Causation is essential.

An employer could be found liable for compensation related to COVID-19, if for example, an employee can show that they;

1. Had contact with general members of the public in the course of their employment in an area in which there was an outbreak of COVID-19; or
2. Went on travel for employment on a plane, train, bus, or vessel, where numbers of people are congregated from many areas of the world; or
3. Went to a seminar for employment where numbers of people are gathered from many areas of the world; or
4. Attended a networking/social event for employment where numbers of people are gathered from many areas of the world; or
5. Were exposed to a co-employee who went on a family holiday particularly to an area or country in which there has been an outbreak of COVID-19 and then was not quarantined upon return to their home state for the reasonable incubation period.

In order for any worker to be eligible for compensation, a disease must have been contracted in the course of employment and the employment must have been a significant contributing factor to the contraction of the disease.

In relation to COVID-19 where exposure can occur in public settings, questions may arise as to the exact time and place of contracting the virus. As a result, it may be difficult to determine that employment was a significant contributing factor.

Each claim would need to be considered on its individual merits, having regard to the individual circumstances and evidence of each claim.

For additional information visit: <https://www.workcover.wa.gov.au/news/workers-compensation-coronavirus-covid-19/>

If you have any queries or receive notice from an employee that they have contracted COVID-19 and wish to lodge for workers' compensation, please contact Knightcorp Claims on 1300 656 001 or email claims@knightcorp.net.au to receive the required support and assistance.