



Australian Government

Comcare

Guide to LKPI 5 & work status codes

Purpose of work status codes

Work status codes have a crucial role in accurately recording the Return to Work (RTW) journey of an injured worker over the life of a claim.

This information assists with National dataset for compensation-based statistics (NDS) objectives, including facilitating the prevention of occupational injuries and diseases by generating uniform national indicators of occupational health and safety performance and experience and aiding in the effective management of workers' compensation schemes.

What's in this guide

- Key information on:
 - › the purpose of RTW status codes
 - › how they work
 - › how to use the codes
- Information on the RTW status code summary report
- List of the codes

How does LKPI 5 work?

The purpose of **LKPI 5** is to serve as a performance measure that provides oversight to the Safety, Rehabilitation and Compensation Commission (SRCC) regarding RTW outcomes for employees recovering from work-related injuries or illnesses, whether they are returning to work or staying at work during their recovery.

The **LKPI 5 Return to Work rate** shows the percentage and number of claims that have been accepted and have experienced a return to work outcome. To calculate this, Comcare uses monthly data from Commission Data Warehouse (CDW) loads and examines RTW status codes and incapacity records over a 24-month period submitted on the same claim.

Criteria for claims:

- must have a currently accepted determination status (**CDW item C2 and C3**)
- initial determination within 24 months before the reporting period
- must have at least 0.1 weeks of incapacity duration (roughly equivalent to one day of work missed) (**CDW item G7**)
- Claims with a RTW outcome (**CDW item B15, RTW status code**) of
 - › Full – 00, 01, 21, 22, 23
 - › Partial – 02, 24, 25, 26, 27

For example, if reporting RTW rates for the report period 31 March 2023, this would include claims that were accepted, had at least 0.1 weeks of incapacity duration and had an initial determination date between 1 April 2021 and 31 March 2023.



How does the RTW status code summary report work?

When assessing RTW status code conformance, Comcare examines the most recent RTW status code on the claim. It then locates the last incapacity record submitted on the same claim.

If the RTW status code suggests that the employee is currently receiving incapacity (either partially or fully), corresponding records in the incapacity file related to the claim should exist.

- If a match cannot be found, a message is generated to alert the discrepancy.
- If the RTW code suggests that the employee is not receiving incapacity payments, but recent records do exist it triggers an alert.

Tip: The Report includes a column that displays the number of days elapsed since the RTW status code on a claim with a code irregularity last changed. 'nc' is used to indicate that the RTW status code has not changed.

How to use RTW status codes

Licensees participate in a monthly data upload to the CDW. Data submitted through the CDW load process must be accurate and comply with [Commission Data Specifications Version 3.0](#). Comcare then releases monthly LKPI data performance for each licensee.

It is important to assign the appropriate code to each employee based on their current work situation.

When to update RTW status codes



- **On receipt of a claim:** Ensure an accurate work status code is entered when receiving a new claim or internal claim reallocation.



- **When there are changes in employment circumstances:** Some examples include injury, return to work or annual leave.



- **After each event:** For example, upon receipt of a medical certificate or rehabilitation plan, until the worker has achieved a full RTW or until the case is finalised.

Tip: Review the work status code as part of the claim review process.

To ensure accuracy:

- Discuss work status directly with the employee during ongoing claim engagement.
- Conduct regular self-audits of work status codes to ensure the accuracy of data submissions.
- Contact your Account Manager to request a copy of the RTW status code summary report to identify any anomalies.

Work status codes are a valuable tool for achieving national consistency. By following these guidelines, you can maintain accurate work status records, track trends, and contribute to improved safety measures, all of which are essential for the LKPI 5 RTW performance measure. If you have any questions, please contact your account manager.

Work Status Codes

Claims determined **prior** to 1 July 2017

Code	Description	Definition
00	Less than 4 working weeks absence	The employee was absent from work for less than 4 working weeks. Excludes cases where the employee has died as a result of the injury/disease.
01	Full RTW	The employee was absent from work for 4 working weeks or more and is currently working at least the same number of hours as prior to the injury/disease.
02	Partial RTW	The employee was absent from work for 4 working weeks or more and is currently working, but fewer hours than prior to the injury/disease.
03	Not working – injury related	Either: <ul style="list-style-type: none"> the employee was absent from work for 4 working weeks or more and is not working at all for reasons related to the compensated injury/disease; or the employee has died as a result of the compensated injury/disease, irrespective of the recorded time lost.
04	Not working – other reason	The employee was absent from work for 4 working weeks or more and is not working for reason unrelated to the compensated injury/disease. Includes redundancy, retrenchment, resignation, studying, seasonal worker or deceased where death is not as a result of the compensated injury/disease.
05	Unknown – failure to provide medical certificate	The employee was absent from work for 4 working weeks or more, has stopped providing medical certificates and his or her work status is unknown.
06	Unknown – other	The employee was absent from work for 4 working weeks or more, is no longer eligible for compensation and his or her work status is unknown. For example, employee has reached retirement age. Excludes employees who have received a redemption/commutation lump sum.

Claims determined **after** 1 July 2017

Code	Description	Definition
21	Working with no income maintenance – unknown employer	Employee is currently working and it is unknown whether work is with pre-injury employer or different employer and is not receiving any income maintenance.
22	Working with no income maintenance – pre-injury employer	Employee is currently working with the pre-injury employer and is not receiving any income maintenance.
23	Working with no income maintenance – different employer	Employee is currently working with a different employer and is not receiving any income maintenance.
24	Working with income maintenance – unknown employer	Employee is currently working and it is unknown whether work is with pre-injury employer or different employer and is receiving income maintenance. Income maintenance payments may be due to the employee working fewer hours than prior to the injury/disease or due to the employee working the same hours but in a job with lower remuneration and is receiving top-up payments.
25	Working with income maintenance pre-injury employer	Employee is currently working with the pre-injury employer, but is receiving some income maintenance. Income maintenance payments may be due to the employee working fewer hours than prior to the injury/disease or due to the employee working the same hours but in a job with lower remuneration and is receiving top-up payments.
26	Working with income maintenance different employer	Employee is currently working with a different employer, but is receiving some income maintenance. Income maintenance payments may be due to the employee working fewer hours than prior to the injury/disease or due to the employee working the same hours but in a job with lower remuneration and is receiving top-up payments.
27	Working capacity unknown	Employee is at work however it is unclear whether the worker is back at full or partial capacity, or is or is not receiving income maintenance.
28	Not working with no income maintenance	Employee is not working and is no longer receiving income maintenance. For example, redundancy, retrenchment, resigned, studying, seasonal worker.
29	Not working with income maintenance	Employee is not working at all and is receiving income maintenance.
30	Deceased	Employee is deceased. Includes deaths related to the compensated injury and death unrelated to the compensated injury.
31	Unknown	Employee is no longer eligible for compensation and his or her work status is unknown. For example, employee has reached retirement age, payment thresholds have been reached, or a redemption lump sum has been paid and the work status is unknown. (This code may be used as a default code where there is no work status for an individual).