

## Pre-injury average weekly earnings fact sheet: Relevant earning period

### Overview

The purpose of this fact sheet is to introduce the relevant earning period, circumstances when the relevant earning period may be adjusted and how it relates to the calculation of a 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 the relevant earning period?

One of the first steps to calculating a worker's PIAWE is to determine the relevant earning period.

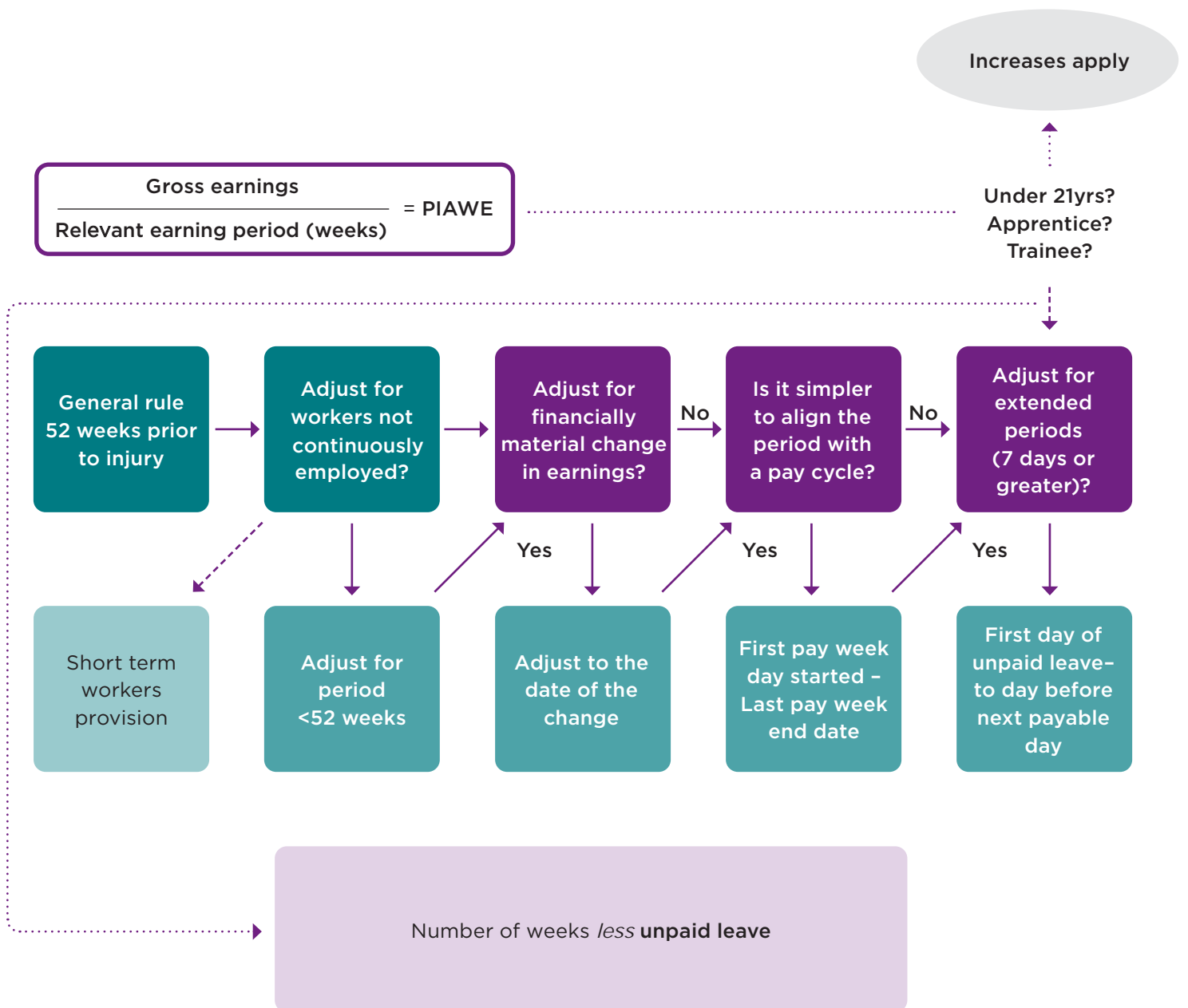
The relevant earning period is the 52-week period before the worker's date of injury. However, in certain circumstances, the relevant earning period may be adjusted.

$$\frac{\text{Gross earnings}}{\text{Relevant earning period (weeks)}} = \text{PIAWE}$$

### When to adjust the relevant earning period

The relevant earning period may be adjusted in the following situations, and in the following order:

- to take into account a period of less than 52 weeks of continuous employment with the pre-injury employer – if the worker started in their job less than 52 weeks prior to injury, the period prior to starting in the job is excluded from the relevant earning period,
- to take into account any ongoing financially material change in the worker's earnings circumstances in the 52-week period immediately before injury – for example, a promotion, a demotion or a change from part-time to full-time – in these circumstances the period prior to the change is excluded from the relevant earning period,
- to align with a worker's regular pay period (optional) – the relevant earning period may be shifted to start on the first day of the pay period. This approach should only be used if the result will not decrease the worker's PIAWE
- to take into account periods of extended unpaid leave – any period of unpaid leave of 7 days or greater (from the first day of unpaid leave until the day before earnings start again) is to be excluded from the relevant earning period.
- to take into account any financially material reduction in earnings due to the COVID-19 pandemic during the prescribed periods. The first prescribed period, between 23 March and 14 June 2020, should be excluded if there was a financially material reduction in earnings due to the COVID-19 pandemic. If after the first prescribed period, no earnings were paid or payable to the worker for at least 2 days, this period may be extended to the second prescribed period. This extension would end either on the day before earnings were paid or payable, or on 27 September 2020 – whichever is sooner. Note: excluded days may or may not be usual work days for the worker.



## Other useful information

- PIAWE fact sheet: PIAWE overview
- PIAWE fact sheet: Agreements
- PIAWE fact sheet: Concurrent employment
- PIAWE fact sheet: Non-monetary benefits
- 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
- PIAWE fact sheet: Short-term workers
- PIAWE fact sheet: Unpaid leave
- SIRA's Workers Compensation Guidelines
- SIRA's Claims Management Guide

## Further assistance

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