

Get extra support with our Stay at Work programme

If your employee's needs aren't straightforward, you may want additional support with planning their recovery at work. ACC's Stay at Work (SAW) programme offers help from a rehabilitation professional.

What is the Stay at Work programme?

The Stay at Work (SAW) programme is a service funded by ACC for your employee as they recover from their injury and return to their job. A skilled health professional will work with you and your employee to understand their recovery journey and provide advice on a detailed plan going forward.

The SAW plan replaces a recovery at work plan developed by the employer/employee.

Benefits:

- Professional support and advice so you can be confident your employee is working safely.
- A clear plan, tasks, and timelines for all parties involved in recovery at work.
- The provider will coordinate communication between everyone involved in the plan.
- Makes workforce planning easier for you by giving you a better picture of what your employee can do and what their return to work will look like.
- The employee can receive income from both you and ACC up to 100% of their usual weekly earnings.

What the programme involves

- The provider (eg occupational therapist or physiotherapist) will visit your workplace and meet with you and the employee. They'll seek to understand the employee's work environment and pre-injury role and identify opportunities for the employee to be at work safely.
- Your role is to offer suitable duties to your injured employee during the programme and be open to other short-term changes to accommodate their recovery.
- The provider will create a recovery at work plan tailored to you and your employee's needs.
- The provider should seek doctor/specialist approval on the plan (if necessary).
- You can expect to get a copy of your employee's recovery at work plan from the provider. Due to privacy reasons, not all information can be made available to an employer.
- Ongoing monitoring of the plan is carried out by the provider and/or ACC. This should be discussed and agreed with the provider during the initial meeting.



How to initiate a SAW programme

1

Discuss and gain agreement from your employee. They must be receiving or eligible to receive weekly compensation.

2

In most cases, you can request and organise a SAW programme directly with a provider. The provider will determine if a SAW programme is appropriate for your employee. You can find a list of providers on the ACC website: acc.co.nz/raw-employer-resources

If they can't take direct referrals or you're not sure, contact ACC.

Example

Sally is a deli assistant in a supermarket. She has a right shoulder rotator cuff sprain and a Fit for Selected Work medical certificate where her doctor outlined she should work four hours a day, lift no more than two kilograms, not lift above her shoulder, and not do any forceful repetitive movements of her right arm.

Sally and her employer agree there's limited appropriate work in the deli given the heavy nature of the work and her current restrictions, and that they will undergo a SAW programme.

Based on the SAW provider's assessment of Sally's usual job in the deli as well as other tasks available within the supermarket, a plan is developed to outline the hours and duties that Sally will work over the coming weeks. Because the plan involves gradually increasing the job demands beyond her current medical certificate, the provider asks for Sally's doctor's approval of the plan before it starts.

- **Week 1:** Sally works alongside the grocery assistants restocking shelves in aisles carrying light items, forward facing product, and assisting with customer queries. Sally works four hours per rostered day and attends physiotherapy appointments.
- **Week 2:** As above, hours increased to six hours per day. She works in all aisles, alternating between aisles with heavier and lighter items.
- **Week 3:** Sally returns to full-time hours and splits her time between the deli (customer service) and grocery aisles. The SAW provider checks in on Sally's progress.
- **Week 4:** Sally resumes her pre-injury deli duties, but her work hours are gradually built up to full-time over the week.

