

Taking action to reduce workers' compensation stigma

Support injured workers to claim workers' compensation

Workers have an important role in creating a supportive and inclusive team environment for injured or ill co-workers. This fact sheet provides information for workers about practical ways they can help reduce workers' compensation stigma.

Workers' compensation provides an important safety net to support workers who become injured or ill because of work. However, workers' compensation stigma can prevent injured or ill workers from making a workers' compensation claim, or impact their recovery. Workers' compensation stigma is discriminating or stereotyping against a worker seeking workers' compensation.

How you can help reduce workers' compensation stigma in your workplace



Show support.

People who get injured or ill because of work may have experienced a traumatic event. You and your co-workers can be a strong source of support throughout the whole workers' compensation process. Your support can encourage injured or ill co-workers to seek the help they need and recover sooner.



Listen.

Actively listening and being empathetic to their experiences can help you understand what your co-workers are going through.



Check in.

Keeping in touch with injured or ill co-workers as they recover helps them stay connected with their workmates and workplace. This can start from when they report an injury or illness, through to a workers' compensation claim and when they return to work.



Call out bad behaviour.

Be aware of, and try to stop, bullying and discriminatory behaviour. If you see something and you feel safe to do so, say something. Otherwise, you could report the behaviour to a supervisor, WHS manager or your Health and Safety representative. You and your co-workers can help change the culture of your workplace for those around you.



Talk openly and honestly.

Talking about your health, workers' compensation and workplace injury, including your own experiences, changes the negative way people see injury or illness and can help injured or ill workers feel included.



For more information about supporting workers who are injured at work, go to the Safe Work Australia website: swa.gov.au/workerscompensationstigma.

Safe Work Australia develops national policy about workers' compensation.

If you would like further information or have questions about workers' compensation, whether you are covered or when you can claim, contact the workers' compensation authority in your state or territory at swa.gov.au/workers-compensation.

Investing in recovery and return to work = better outcomes for all



safe work australia

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