

Level of Compensation	Description and Rationale
	<ul style="list-style-type: none"> ○ made MOST efforts to accept and engage in arrangements offered to facilitate a return to work, based on the OHS advice. ○ complied with, or reasonably attempted to comply with MOST conditions put in place by the employer to facilitate a return to work, without a satisfactory medical reason for non-compliance – as per OHS advice. ○ complied with MOST sick absence policies and procedures. ○ kept in touch with the Department throughout their absence for most of the absence. ○ engaged with relevant teams including OHS, Welfare Service, ER, and line managers at MOST stages of the process. ● Information has been provided, confidentially and with the consent of the employee, by trade unions, at any stage of the process, to support the employees case and provides additional/supporting evidence.
<p>50%</p>	<ul style="list-style-type: none"> ● OHS medical/clinical advice and evidence has been provided on the nature and /or severity of the illness that the individual is unable to return to work ● The employee has: <ul style="list-style-type: none"> ○ cooperated with SOME measures to improve their attendance (e.g. put in place agreed reasonable adjustments, changed working practices, attended medical appointments) and been proactive in seeking solutions. ○ made SOME efforts to accept and engage in arrangements offered to facilitate a return to work, based on the OHS advice. ○ complied with, or reasonably attempted to comply with some conditions put in place by the employer to facilitate a return to work, without a satisfactory medical reason for non-compliance – as per OHS advice. ○ complied with SOME sick absence policies and procedures. ○ kept in touch with the Department throughout some of their absence.

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	<ul style="list-style-type: none"> ○ engaged with relevant teams including OHS, Welfare Service, ER, and line managers at SOME stages of the process. ● Some information has been provided, confidentially and with the consent of the employee, by trade unions, at any stage of the process, to support the employees case and provides additional/supporting evidence.
<p>25%</p>	<ul style="list-style-type: none"> ● OHS medical/clinical advice and evidence has been provided on the nature and /or severity of the illness that the individual is unable to return to work ● The employee has: <ul style="list-style-type: none"> ○ cooperated to a MINIMAL extent with measures to improve their attendance (e.g. put in place agreed reasonable adjustments, changed working practices, attended medical appointments) and been proactive in seeking solutions. ○ made MINIMAL efforts to accept and engage in arrangements offered to facilitate a return to work, based on the OHS advice. ○ complied with, or reasonably attempted to comply to a MINIMAL extent with conditions put in place by the employer to facilitate a return to work, without a satisfactory medical reason for non-compliance – as per OHS advice. ○ complied to a MINIMAL extent with sick absence policies and procedures. ○ kept in touch to a MINIMAL extent with the Department throughout their absence. ○ engaged with relevant teams including OHS, Welfare Service, ER, and line managers to a MINIMAL extent within stages of the process. ● Some information has been provided, confidentially and with the consent of the employee, by trade unions, at any stage of the process, to support the employees case and provides additional/supporting evidence.

Level of Compensation	Description and Rationale
<p style="text-align: center;">0%</p>	<ul style="list-style-type: none"> • OHS medical/clinical advice and evidence has been provided on the nature and /or severity of the illness that the individual is unable to return to work • The employee has NOT: <ul style="list-style-type: none"> ○ cooperated with measures to improve their attendance (e.g. put in place agreed reasonable adjustments, changed working practices, attended medical appointments) and been proactive in seeking solutions. ○ accepted and engage in arrangements offered to facilitate a return to work, based on the OHS advice. ○ complied with, or reasonably attempted to comply with ANY conditions put in place by the employer to facilitate a return to work, without a satisfactory medical reason for non-compliance – as per OHS advice. ○ complied with ANY sick absence policies and procedures. ○ kept in touch with the Department throughout their absence. ○ engaged with relevant teams including OHS, Welfare Service, ER, and line managers at ANY stages of the process. • No information has been provided, confidentially and with the consent of the employee, by trade unions, at any stage of the process, to support the employees case and provides additional/supporting evidence.