

**Date:** 15/12/2016 4:35 PM  
**Subject:** Form submission from: WCB Act Review Input

Submitted on Thursday, December 15, 2016 - 16:35  
Submitted values are:

Name: [REDACTED]

Organization:

Email: [REDACTED]

Input: Please introduce an arrangement whereby volunteers, particularly refugee volunteers, may gain work experience by volunteering under Workers Compensation coverage. Currently only those volunteering under the auspices of a recognized educational institution or charitable agency are eligible. Refugees, in my experience, are eager to secure experience by working on a voluntary basis, leading to future paid employment. Employers, while willing to take on such volunteers, typically will not do so for reason of liability. As I understand it, a volunteer cannot waive his/her right to sue for injury received in the workplace. I further understand that private insurance does not provide income in the (hopefully) rare event in which a volunteer might suffer a lifelong injury. In any event, the situation places refugee volunteers, indeed any volunteers, in a quandary: They cannot get paid employment without experience; they cannot get volunteer experience without Workers Compensation coverage. Modest premiums, in my personal opinion, would be appropriate. Indeed, private refugee support teams likely would be willing to reimburse employers such costs. Regarding any potential for abuse by employers, I recommend not letting such a concern outweigh the positive benefit of the arrangement I am proposing. I believe that there are natural motivators to minimize such a concern, and if it does need attention, perhaps a time limit may be applied to the volunteering term. Although I am part of a church-based refugee support team, my input is personal; hence no organization is listed.