

Relevant Event Form

Name:	
Claim number:	
Address:	
Date of Injury:	

Special requirements for psychological injuries

Note: For a psychological injury to be eligible for compensation after 1 July 2026 it must have been caused by a relevant event or series of relevant events. Further details about each relevant event can be found on addendum page.

1. Which relevant event or series of relevant events caused your psychological injury? You may select more than one if applicable.

More information about each relevant event can be found in the attachment at the end of this letter.

- An act of violence or a threat of violence
- Serious criminal conduct
- Witnessing a traumatic incident happen
- Death of person in your care from a traumatic incident
- Witnessing a dead or seriously injured person at the scene of a traumatic incident
- Experiencing vicarious trauma
- Bullying*
- Sexual harassment*
- Racial harassment*
- Excessive work demands*

If your psychological injury was caused by bullying, sexual harassment, racial harassment or excessive work demands, you **must complete the **SIRA Worker's injury claim form**. Please contact your Case Manager if you require a copy of the claim form.*

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2. What is your injury/condition? Please provide any relevant information that relates to your injury/condition.

Declaration

I _____ declare the details given above are true and correct

Signature: _____ Date: _____

Enclosed:

1. Addendum – relevant event descriptions from SIRA Worker’s Injury Claim form

Addendum

For a primary psychological injury to be compensable, the injury must be caused by one (or more) of the following relevant events:

- being subjected to an **act of violence or the threat of violence**, such as the worker being assaulted or threatened with harm
 - being subjected to **indictable criminal conduct**, such as robbery or arson
 - **witnessing a traumatic incident or witnessing a dead or seriously injured person at the scene following a traumatic incident.**
 - A traumatic incident means any of the following where the incident results in, or is likely to result in, death or serious injury:
 - an act of violence,
 - indictable criminal offence (e.g. serious criminal conduct),
 - a natural disaster, fire or explosion,
 - a motor accident or other accident
- A traumatic incident also includes a suicide or attempted suicide. It also includes where the incident results in the death of a person as a result of an act that is grossly negligent or reckless.
- the **death of a person in the worker’s care**, where:
 - the death is the result of a traumatic incident, and
 - there is a real and direct connection between the traumatic incident and the worker’s employment, and
 - the person who dies is under the immediate and primary care of the worker, at or near the workplace, at the time of the traumatic incident, and
 - the relationship between the worker and the person who dies is pre-existing, ongoing and close, and
 - the relationship is a requirement of the worker’s employment
- experiencing **vicarious trauma** where a worker is repeatedly exposed to the traumatic experiences of others as part of their employment
 - being subjected to **bullying** where an individual or a group of individuals repeatedly behave unreasonably towards the worker or a group of workers of which the worker is a member
 - being subjected to **sexual harassment** where a person makes an unwelcome sexual advance, or an unwelcome request for sexual favours, to the worker or engages in other unwelcome conduct of a sexual nature towards the worker
 - being subjected to **racial harassment** where an act is reasonably likely in all the circumstances to offend, insult, humiliate or intimidate the worker, and done because of the race, colour or national or ethnic origin of the worker
 - being subjected to **excessive work demands** on the worker, which are demands:
 - a. beyond the requirements expected of the worker’s role, and
 - b. repeated or persistent, and
 - c. not reasonable in all the circumstances.