Australian Capital Territory

Lifetime Care and Support (Catastrophic Injuries) Vocational Rehabilitation and Vocational Training Guidelines 2026

Disallowable instrument DI2026–226

made under the

Lifetime Care and Support (Catastrophic Injuries) Act 2014, section 93 (LTCS guidelines)

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1 Name of instrument

This instrument is the *Lifetime Care and Support (Catastrophic Injuries) Vocational Rehabilitation and Vocational Training Guidelines 2026.*

2 Commencement

This instrument commences on the day after its notification.

3 Guidelines

I make the guidelines attached to this instrument. The guidelines are Part 16, Vocational Rehabilitation and Vocational Training, of the LTCS Guidelines made under the *Lifetime Care and Support (Catastrophic Injuries) Act 2014.*

4 Revocations

The *Lifetime Care and Support (Catastrophic Injuries) Guidelines 2014 (No 16)* (DI2014-217) is revoked.

Nicola Clark
Lifetime Care and Support Commissioner of the ACT

14 October 2026

Part 16: Vocational rehabilitation and vocational training

This Part of the Lifetime Care and Support Guidelines is made under section 93 of the *Lifetime Care and Support (Catastrophic Injuries) Act 2014* (the Act).

Part 16 of the Lifetime Care and Support Guidelines (the LTCS Guidelines) applies to any assessment of treatment and care needs relating to vocational rehabilitation and vocational training and made on and from the date of commencement of the part in respect of any participant in the Lifetime Care and Support Scheme (the LTCS Scheme), whether interim or lifetime, and whether accepted into the LTCS Scheme before or after that date.

The Lifetime Care and Support (LTCS) Commissioner may waive observance of any or parts of this Guideline. Waiving observance of all or part of this Guideline in any particular circumstances is not an indication that Lifetime Care will waive observance of this part or any other parts of the Guidelines in other circumstances.

1 Vocational rehabilitation

1.1 Vocational rehabilitation is the process of restoring or attempting to enable the participant to attain and maintain participation in a vocational activity. For the purpose of this section, the vocational activity includes paid employment, study, training, volunteer work and other work-related activity. Work-related activity is an activity that enables the participant to acquire skills to improve their ability to attain employment. This includes work trials and work experience.

1.2 The LTCS Commissioner considers vocational rehabilitation is reasonable and necessary when the need for vocational rehabilitation has been identified in an assessment by a suitably qualified rehabilitation provider and is supported by:

a) evidence that the need relates to a participant's motor accident injury or work injury; and
b) specific, measurable, achievable, realistic and time-based vocational goals that have been clearly defined.

1.3 All requests for vocational rehabilitation must be in writing and must outline how vocational rehabilitation will:

a) promote progress towards identified realistic vocational goals; and
b) aim to return the participant to their original employment with their pre-injury employer or, if this is unattainable, assist the participant to obtain alternative employment with a different employer; or
c) assist the participant to identify, explore and engage in vocational options if they were not engaged in the workforce prior to their injury, for example, school leavers.

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1.4 When determining whether vocational rehabilitation is reasonable and necessary, the LTCS Commissioner will consider:

a) the participant's pre-accident life roles, life stage, career and intended work/study plans. This includes school to work transition planning;

b) the participant's ability to engage in vocational rehabilitation because of the motor accident injury or work injury;

c) assessment by a suitably qualified vocational rehabilitation provider to determine the participant's vocational goal and their capacity to achieve the goal;

d) whether the participant and their medical/rehabilitation team agree with the choice of vocational goal;

e) whether planning has been undertaken to facilitate the goal;

f) existing vocational rehabilitation services that the participant may be able to access; and

g) the participant's capacity to achieve a sustainable employment outcome.

1.5 The LTCS Commissioner considers reasonable and necessary vocational rehabilitation does not include services:

a) of no clear benefit to a participant;

b) that address needs that are not related to the motor accident injury or work injury;

c) for a person other than the participant; and/or

d) the participant can access or is required to access under other State or Commonwealth legislation.

1.6 The LTCS Commissioner considers reasonable expenses in relation to the participant's assessed treatment and care needs in relation to vocational rehabilitation will not include:

a) assistance to keep a business open, such as paying for temporary staff to do the participant's job;

b) standard furniture and other capital items associated with the participant's place of employment or work, health and safety requirements; and

c) everyday living expenses associated with employment, such as travel to and from a place of employment, clothing/uniforms or lunches.

2 Vocational training

2.1 The LTCS Commissioner considers vocational training is formal training that maintains or develops job-related and technical skills.

2.2 The LTCS Commissioner considers vocational training (which includes pre-vocational training) to be considered reasonable and necessary when:

a) a suitably qualified rehabilitation provider identifies a need relating to a participant's motor accident injury or work injury for a participant to undertake vocational training;

b) specific, measurable, achievable, realistic and time-based vocational goals have been

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clearly defined; and

c) it can be demonstrated that vocational training will progress these goals.

2.3 All requests for vocational training must be in writing and must outline how vocational training will promote progress towards the identified vocational goals.

2.4 When determining whether vocational training is reasonable and necessary, the LTCS Commissioner will consider:

a) the participant's pre-accident life roles, life stage, career and intended study plans;

b) the participant's ability to engage in vocational training because of their motor accident injury or work injury;

c) assessment by a suitably qualified vocational rehabilitation provider to determine the participant's goal and capacity;

d) agreement by the participant and their medical/rehabilitation team to the identified vocational goal;

e) whether planning has been undertaken to achieve goal;

f) existing vocational training services that the participant can access;

g) the participant's capacity to achieve a sustainable employment outcome without vocational training;

h) identifiable labour market opportunities on completion of the training;

i) the involvement of the participant in the decision-making process and the participant's willingness to commit to the vocational training;

j) alternatives to vocational training;

k) previous vocational training expenses paid for by the LTCS Commissioner;

l) the cost and duration of any requested vocational training; and

m) the cost and duration of any travel that may be required to attend vocational training.

2.5 The LTCS Commissioner considers reasonable and necessary vocational training activities do not include:

a) training that is related to maintaining an existing qualification, licence, registration or accreditation once the qualification, licence, registration or accreditation has been obtained;

b) training that would be considered to form part of induction, ongoing skill maintenance or development that is within the responsibility of the employer or the participant to maintain their employment;

c) training associated with voluntary career changes or personal development; and

d) ongoing training costs where the training or educational institution determines that the participant is guilty of serious academic misconduct.

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2.6 The LTCS Commissioner considers reasonable expenses in relation to the participant's assessed treatment and care needs in relation to vocational training will not include:

a) phone calls, photocopying, stationery, meals at training venues and all other expenses associated with training;
b) costs of training courses that the participant had enrolled in or commenced prior to the injury; and
c) ongoing training costs where the participant fails to maintain satisfactory academic progress as determined by the educational institution and the LTCS Commissioner.

3 Payments to assist the commencement of employment

3.1 The LTCS Commissioner may make payments for incidental expenses, not exceeding $1,000, to assist a participant to commence employment. The LTCS Commissioner considers this payment is a reasonable expense in connection with vocational education and vocational training only when:

a) it will address an immediate or short-term barrier that directly prevents the participant from commencing employment or accepting an offer of employment;
b) there is written evidence of a job offer to the participant;
c) the need arises before the participant commences employment and receives their first payment from their employer;
d) not provided or to be provided by the employer.
e) the participant is not entitled to those services under applicable State or Commonwealth legislation; and
f) the incidental expenses for a participant (over the course of their participation in the Scheme) is no more than $1,000.

3.2 The payment for incidental expenses is unable to be used for:

a) items or services that an employer has a legal obligation to provide, such as personal protective equipment or orientation training;
b) items that an employer will provide to the employee at no cost to the employee, such as a standard-issue uniform;
c) household and everyday living costs; and
d) income support.

Provisions of the LTCS Act applicable to this Guideline	
Part 16 - LTCS Guidelines	LTCS Act reference
Vocational rehabilitation and vocational training	Sections 9, 23

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