



## WHS 026–Injury management and return-to-work

### **OUR COMMITMENT:**

Wallace Concrete Pumping is committed to the return to work of injured workers

As part of this commitment, we will:

- prevent injury and illness by providing a safe and healthy working environment;
- participate in the development of an injury management plan and ensure that injury management commences as soon as possible after an worker is injured;
- support the injured worker and ensure that early return to work is a normal expectation;
- provide suitable duties for an injured worker as soon as possible;
- ensure that our injured Workers (and anyone representing them) are aware of their rights and responsibilities – including the right to choose their own doctor and rehabilitation provider, and the responsibility to provide accurate information about the injury and its cause);
- consult with our Workers and, where applicable, unions to ensure that the return-to-work program operates as smoothly as possible;
- maintain the confidentiality of injured worker’s records.
- not dismiss an worker as a result of a work related injury within six months of becoming unfit for employment.

To support the above, Wallace Concrete Pumping has established the following procedures.

### **NOTIFICATION OF INJURIES:**

- All injuries must be notified to the supervisor as soon as possible.
- All injuries will be recorded in the Register of Injuries.
- Our Workers Compensation Scheme Agent will be notified of any injuries that may require compensation within 48 hours.

### **RECOVERY:**

- All injured Workers will receive appropriate first aid or medical treatment as soon as possible.
- The injured worker must nominate a treating doctor who will be responsible for the medical management of the injury and assist in planning return to work.

### **RETURN TO WORK:**

- A suitable person will be arranged to explain the return to work process to the injured worker.
- The injured worker will be offered the assistance of a WorkCover-accredited rehabilitation provider if it becomes evident that they are not likely to resume their pre-injury duties, or cannot do so without changes to the workplace or work practices.



**SUITABLE DUTIES:**

- An individual return to work plan will be developed when the injured worker, according to medical advice, is capable of returning to work.
- The injured worker will be provided with suitable duties that are consistent with medical advice and are meaningful, productive and appropriate to the injured worker's physical and psychological condition.
- Depending on the individual circumstances of the injured worker, suitable duties may be at the same workplace or a different workplace, the same job with different hours or modified duties, a different job and may involve full-time or part-time hours.

**DISPUTE RESOLUTION:**

- If disagreements about the return to work program or suitable duties arise, the organisation will work with the injured worker and any union representing them to try to resolve the issue.
- If all parties are unable to resolve the dispute, the organization will seek to involve the Scheme Agent, an accredited rehabilitation provider, the treating doctor or an injury management consultant.