

INJURY MANAGEMENT AND REHABILITATION

DIVISION AREA	BUSINESS UNIT	RESPONSIBILITY
Corporate Services	Organisational Practices	Human Resources - Safety

OBJECTIVE

To introduce a systematic approach to injury management and rehabilitation.

POLICY

The Council will:

- a) Make provision for the injury management and rehabilitation of all workers who have sustained a compensable work related illness, injury or disability;
- b) Treat all workers with dignity and respect;
- c) Guarantee that all information is treated with sensitivity and confidentiality; and
- d) Return the injured worker to the fullest capacity for gainful employment of which they are capable.

The 'Key Principles of Injury Management', as identified by WorkCover WA, will be adopted. They are:

1. Within the workers' compensation system, return to work is the most appropriate outcome. A return to work focus should be maintained whenever it is medically appropriate.
2. Injury management:
 - a) provides physical, psychological and vocational benefits to workers;
 - b) minimises disruption at the workplace; and
 - c) contains workers' compensation costs.
3. The employer, injured worker and treating medical practitioner are the key parties in injury management. Consultation and communication between the key parties should occur on a regular basis.
4. Timely and appropriate medical treatment should be sought and provided to injured workers.
5. Employers should be directly involved in the management of work injuries and ensure that injury management processes are started early.

6. Vocational rehabilitation is not required for all injured workers but where the key parties agree it is necessary, it should commence as soon as possible, be focused on achieving a return to work outcome and be subject to regular monitoring.
7. The approved insurer should provide effective claims management and active consultation about the direction of the claim with the key parties as required.
8. If an insurer discharges the employer's return to work obligations by acting on behalf of the employer, the insurer should ensure the employer is involved in all return to work decisions and activities.

To assist in the timely and effective injury management of employees, the Chief Executive Officer will appoint an employee to the role of Workplace Injury Management Coordinator as part of their duties, to implement and monitor the injury management and rehabilitation procedures.

The working of overtime hours while in receipt of workers' compensation will not be permitted.

ADOPTED: 8 APRIL 2003

LAST REVIEWED: 7 NOVEMBER 2017