



# Policy Title: Workers Compensation & Injury Management

FW POL 04

## Statement

**Fusion Workforce** is committed to ensuring that an employee who suffers an injury, illness or disease, which is substantially contributed to by their work, is provided with appropriate financial and injury management services. This commitment extends to working with key stakeholders, including clients and external providers to achieve the best possible outcomes.

## Objectives

The objectives of this policy, are to ensure, so far as is reasonably practicable:

- Any known or potential risks to employees are identified, assessed and controlled;
- Incidents are reported early;
- Incidents are investigated and controls implemented to prevent further incidents; and
- Legal obligations are complied with.

## Responsibilities

Management is responsible for:

- Ensuring compliance to state legislative requirements under the Victorian Accident Compensation Act 1985 (as amended 2004);
- Advising employees of their responsibilities under their relevant state legislation;
- Developing and implementing return to work programs to assist in achieving expedient return to work for injury, illness or disease;
- Consulting with employees and other parties where appropriate on the injury management process; and
- Maintaining confidentiality relating to employees injury management and rehabilitation;

Permanent employees are responsible for:

- Notifying Fusion Workforce of a workplace injury as soon as practicable after the event; and
- Participating and cooperating with the injury management services and making every effort to return to work.

On-hired employees are responsible for:

- Notifying their on-site Manager and Fusion Workforce of a workplace injury as soon as practicable after the event; and
- Participating and cooperating with the injury management plan and making every effort to return to work.

## Definitions

**Injury Management Services** include treatment, rehabilitation, re-training, claims management and employment management practices. It is a managed process aimed at maintaining injured or ill workers in, or returning them to, suitable employment.

**Workers Compensation** is a system that provides financial benefits and other assistance to workers/or their dependents if a worker sustains an injury in the course of their work.

**Return to work programs/plans** are a series of commitments and procedures, developed by the employer in conjunction with the injury management services, aimed at ensuring timely, safe and durable return to work of their injured/ill employees.