



# INJURY MANAGEMENT & REHABILITATION POLICY

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## DOCUMENT CONTROL

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This policy remains in effect, until replaced or updated, notwithstanding expiration of the review date.

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## 1. Policy Statement

We are committed to the provision of effective, pro-active and risk based injury management to facilitate, where possible, the rehabilitation of workers that have sustained a work related injury or illness and, in certain circumstances, non-work related illness or injury.

We shall coordinate, implement and facilitate a worker's efficient and cost effective return to suitable employment as soon as practicable.

We shall:

- Adopt a structured, systematic and confidential workplace approach to injury and worker's compensation claims management for worker's that have sustained work related and, in certain circumstances, non-work related injuries or illnesses;
- Ensure the coordination of timely and specialised medical care for workers that have sustained a work related injury or illness;
- Coordinate a safe and healthy return to productive employment at the earliest opportunity, through effective management, communication and participation by key parties at all stages of the structured return to work process;
- Develop and maintain a workplace culture supportive of early return to work and provide alternative duties, where possible, in alignment with the workers capacity and the availability of suitable employment, to facilitate a workers recovery and return to work;
- Promote structured and systematic injury management and rehabilitation practices with our contracted service providers and
- Comply with relevant legislation, codes of practice and standards.

All workers have the responsibility and accountability to comply with Horizon Power's injury management and rehabilitation processes.

## 2. Who does this Policy Apply to?

Employees and contractors working for Horizon Power or on Horizon Power controlled assets or projects, are accountable to understand, observe and ensure a demonstrated commitment to this injury management and rehabilitation policy and underpinning injury/illness management processes.

It is the accountability of Horizon Power to ensure the accessibility of this policy is provided to workers.

Formal leaders are accountable to ensure compliance with this policy within their areas of accountability and through the provision of a safe and healthy workplace..

### **3. Purpose of the Injury Management & Rehabilitation Policy**

The purpose of this Policy is to provide effective principles for the management and guidance of work related and non-work related injuries and illnesses sustained by workers.

This policy is embedded in “Our Horizon Way” within the safety and team core values.

The elements of this policy promotes a positive safety, health and wellbeing culture.

### **4. Objectives**

The objectives of this policy are to:

- Adopt a structured, systematic and confidential workplace approach to injury and worker’s compensation claims management for worker’s that have sustained work related and, in certain circumstances, non-work related injuries or illnesses;
- Ensure the coordination of timely and specialised medical care for workers that have sustained a work related injury or illness;
- Coordinate a safe and healthy return to productive employment at the earliest opportunity, through effective management, communication and participation by key parties at all stages of the structured return to work process;
- Develop and maintain a workplace culture supportive of early return to work and provide alternative duties, where possible, in alignment with the workers capacity and the availability of suitable employment, to facilitate a workers recovery and return to work;
- Promote structured and systematic injury management and rehabilitation practices with our contracted service providers and
- Comply with relevant legislation, codes of practice and standards.

## 5. References

The following material is required and should be read in conjunction with, this document:

### LEGAL REFERENCES:

Direct Web Link	<a href="#">Occupational Safety and Health Act 1984</a>
Direct Web Link	<a href="#">Occupational Safety and Health Regulations 1996</a>
Direct Web Link	<a href="#">Workers Compensation and Injury Management Act 1981</a>
Direct Web Link	<a href="#">Mines Safety and Inspection Act (WA) 1994</a>
Direct Web Link	<a href="#">Mines Safety and Inspection Regulations 1995</a>
Direct Web Link	<a href="#">The Privacy Act (1988)</a>
Direct Web Link	<a href="#">Workers Compensation and Injury Management (Acts of Terrorism) Regulations 2002</a>
Direct Web Link	<a href="#">Workers Compensation and Injury Management Arbitration Rules 2011</a>
Direct Web Link	<a href="#">Workers Compensation and Injury Management Conciliation Rules 2011</a>
Direct Web Link	<a href="#">Workers Compensation and Injury Management Regulations 1982</a>
Direct Web Link	<a href="#">Workers Compensation Code of Practice (Injury Management) 2005</a>

### STANDARD & GUIDELINES:

### RELATED POLICIES AND OTHER DOCUMENTS:

DM# 487500	Risk Management Policy
DM# 1828959	Risk Management Framework
DM# 4048166	Horizon Power Safety and Health Policy
DM# 3235216	Injury Management and Rehabilitation Procedure
DM# 4950992	Instructions to for Injury Management