

Injury Management Policy

Purpose and Scope

Murdoch University is committed to the prevention of injuries and illness by providing a healthy and safe work environment.

Murdoch University acknowledges the process of early intervention, rehabilitation and return to work is a normal and essential component of the management of work-related injuries or illness.

The Injury Management Policy applies to all Murdoch University staff.

Policy

Key principles confirming Murdoch University commitment to injury management include:

1. Comply with all relevant Workers Compensation and Work Health and Safety legislation.
2. Recognising and ensuring integration of injury management principles within relevant operational policies, procedures and business functions
3. Provide all workers, students and visitors with a safe and healthy place in which to work or study.
4. Proactive prevention of work-related injuries and illnesses combined with a positive culture of health and safety.
5. Regularly communicating relevant information to workers, including rights and responsibilities regarding the injury management process.
6. Consulting with and incorporating workers opinions in relation to decisions impacting on injury management, return to work and rehabilitation,
7. Ensuring the safe return to work process commences as soon as possible after a workplace injury, in accordance with the injured worker's medical condition and any restrictions,
8. Ensuring injured workers are not disadvantaged by participating in an agreed return to work (RTW) plan.
9. Escalating injury management matters through the Health and Safety Issue Resolution procedure and Grievance procedure as required, and

10. Periodically review the Injury Management System to ensure effectiveness and appropriateness.

Roles and Responsibilities

Roles	Responsibilities
Senate and Senior Leadership	<ul style="list-style-type: none">• Maintain an organisation culture that ensures a high standard of injury management for all workers.
Managers	<ul style="list-style-type: none">• Ensure that an injured worker receives the treatment they need following a workplace injury.• Ensure the injured worker is provided with information regarding their claim and return to work plan, rights and responsibilities.• Assist to develop, monitor and review effectiveness and compliance of return to work.
Injury Management Specialist	<ul style="list-style-type: none">• Liaise with all parties in the return to work process to identify and provide suitable duties for the injured workers to facilitate a safe, timely and sustainable return to work.• Develop and implement the agreed return to work plan.• Consult and educate workers on the early intervention, return to work process and workers compensation entitlements, in conjunction with management.
Workers	<ul style="list-style-type: none">• Comply with Murdoch University policy and procedures in relation to workers compensation and injury management.• Report all injuries and illnesses.• Advise if there is an issue with their return to work plan or the management of their workers compensation claim.

- Participate in the injury management process through cooperation with the Injury Management Specialist and Management to ensure rehabilitation

Governance

Approval Authority	Senior Leadership Team
Owner	Chief People Officer
Legislation mandating compliance	Western Australian Workers Compensation and Injury Management Act 1981 Western Australian – Work Health and Safety Act 2020 Western Australian – Work Health and Safety Regulations 2022
Category	Primarily a function of management
Related University Legislation and Policy Documents	Health and Safety Policy
Date effective	11/03/2024
Review date	11/03/2027

Revision History

Approved/Amended	Date Approved	Resolution No. (if applicable)
Approved	11/03/2024	
Approved	28/02/2018	
Approved	01/08/2012	

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