

Injury and health management policy

Purpose and scope

Ahpra is committed to supporting the health, safety and wellbeing of employees affected by work-related and/or work-impacting medical conditions, injuries and disabilities. Continuing to work during recovery, post-injury or as part of ongoing health management is often beneficial to employees and Ahpra aims to support employees through an active remain-at-work approach wherever possible, medically informed health support plans and early intervention strategies.

This Policy applies to all Ahpra employees and should be read in conjunction with the HSW Policy. For workers not directly employed by Ahpra support is provided through liaison with the worker's employer, where appropriate.

Relevant policy

Effective and efficient injury and health management is an integral part of Ahpra's health, safety and wellbeing management system and this includes a robust return to work program.

Ahpra complies with relevant State and Territory legislation relating to workers compensation requirements, including:

- the appointment of a Return-to-work coordinator (RTW Coordinator)
- adequate workers compensation insurance;
- information displayed for employees on how to notify of an injury and how to make a claim;
- documented return to work program in place;
- records kept of work-related injuries;
- notification to the insurer within prescribed timeframes;
- participation in the development of the employee's injury-management plan and compliance with obligations; and
- provision of suitable duties, as far as is reasonably practicable when an employee is able and safe to return to work

This policy outlines Ahpra's supportive workplace-based rehabilitation and accommodation measures covering workplace injury, illness, medical conditions and disability.

Key Principles

- All work-related injuries are reported via 'Log It', the Ahpra health, safety and incident management system.
- Any work-impacting injury, illness or condition must be reported to the line manager, P&C Business Partner or the HSW Team to ensure appropriate health management support.
- Ahpra supports employees to return to work as soon as is safely possible through assessment and planning to ensure safe and suitable duties and work environment.
- Ahpra supports injured employees to return to pre-injury duties, wherever possible.
- Ahpra acknowledges that for any type of injury, work or non-work related, the workplace is the most appropriate and effective place to rehabilitate in most circumstances.

Australian Health Practitioner Regulation Agency
National Boards

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Ahpra and the National Boards regulate these registered health professions: Aboriginal and Torres Strait Islander health practice, Chinese medicine, chiropractic, dental, medical, medical radiation practice, midwifery, nursing, occupational therapy, optometry, osteopathy, paramedicine, pharmacy, physiotherapy, podiatry and psychology.

Ahpra's injury and health management approach includes:

- Provision of support for employees from recruitment and throughout their employment;
- Ensuring employees are educated regarding their rights and responsibilities in relation to claims for compensation and the support available for injuries, health conditions or disabilities or when they have experienced a workplace injury or illness;
- Ensuring managers understand their role within the injury and health management space;
- Ensuring that employees and managers undertake timely reporting of work injuries to ensure processing of claims for compensation (where applicable) in line with insurer requirements;
- Assessing all reported injuries, illness, health conditions or disabilities for rehabilitation and support needs with reasonable adjustments made, where required. This includes:
 - commencing injury or health management activities as soon as possible after receiving the reporting, in a manner consistent with the employee's medical fitness for work;
 - working collaboratively with key parties to provide support throughout the return to work/recovery at work process and to help minimise the effects of the injury or illness;
 - ensuring that participation in a return-to-work plan or health support plan will not disadvantage an injured employee;
 - providing suitable duties for an employee, where possible and
 - implementing strict standards of confidentiality in the management of information related to an employee's rehabilitation and return-to-work.

Compliance and Breaches

Ahpra may commence applicable disciplinary procedures if a person to whom this Policy applies breaches this Policy (or any of its related procedures).

Related documents

- Health safety and wellbeing policy HSW014
- Injury and health management procedures HSW002.1
- Workstation ergonomic guideline
- Reasonable adjustments policy – currently in development
- Discipline policy PC007

Definitions

The following definitions apply for the purposes of this Policy:

Health support plan	Identifies the employee's health and care needs including any workplace adjustments; sets out the services to be provided by their treating health practitioner; and lists the actions they can take to help manage their condition.
Reasonable adjustments	Reasonable adjustments are any form of assistance or adjustment that is necessary, possible, and reasonable to reduce or eliminate barriers at work.
Return to work (RTW) plan	A RTW plan sets out the employee's healthcare needs, workplace adjustments and services provided by their treating health practitioners. Plans are developed in consultation with the injured employee, their treating health practitioner, the employee's manager and the RTW Coordinator and, where applicable the Insurer's representative.

Return to work program	The policy and procedures which describe the approach to returning an injured employee to work following an injury or illness.
Suitable duties	Duties that are consistent with medical advice and that are meaningful, productive and appropriate for the injured employee's physical and psychological condition.
Workers' compensation	Insurance designed to cover the cost of an employee's medical treatment and rehabilitation costs, and to assist them to recover and return to work as soon as practicable after a work-related injury. Depending on the type, nature and severity of the injury, an employee may be eligible to receive one or more of the following benefits: <ul style="list-style-type: none"> • weekly benefits; • permanent impairment benefits; • medical, hospital and rehabilitation expenses; or • compensation for property damage.
Workplace injury or illness	Any injury or illness that arises in the course of, or in connection with, an employee's work, and to which the work is the main contributing factor.
Workplace	Any place or location where employee conducts work on behalf of Ahpra.

Relevant legislation

This policy should be read in conjunction with the following legislation. Each State and Territory also has a set of regulations to support the legislation which must also be complied with by Ahpra in each relevant jurisdiction.

Northern Territory	<ul style="list-style-type: none"> • Work Health and Safety (National Uniform Legislation) Act 2011 (NT) • Return To Work Act 1986 (NT)
Australian Capital Territory	<ul style="list-style-type: none"> • Work Health and Safety Act 2011 (ACT) • Workers Compensation Act 1951 (ACT)
Victoria	<ul style="list-style-type: none"> • Occupational Health and Safety Act 2004 (Vic) • Workplace Injury, Rehabilitation and Compensation Act 2013
New South Wales	<ul style="list-style-type: none"> • Work Health and Safety Act 2011 (NSW) • Workers Compensation Act 1987 (NSW)
South Australia	<ul style="list-style-type: none"> • Work Health and Safety Act 2012 (SA) • Return to Work Act 2014 (SA)
Tasmania	<ul style="list-style-type: none"> • Work Health and Safety Act 2012 (Tas) • Workers' Rehabilitation and Compensation Act 1988 (TAS)
Queensland	<ul style="list-style-type: none"> • Work Health and Safety Act 2011 (QLD) • Workers' Compensation and Rehabilitation Act 2003 (QLD)
Western Australia	<ul style="list-style-type: none"> • Work Health and Safety Act 2020 (WA) • Workers' Compensation and Injury Management Act 1981 (WA)

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