

# Injury Management Responsibilities

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## Policy

The purpose of this policy is to ensure Maxima is compliant with the requirements of the Return to Work Act 2014, Return to Work Regulations 2015 and the associated requirements of the Return to Work Scheme.

## Return to Work Scheme Coverage

In accordance with the legislation, an injured worker is entitled to compensation if they suffer an injury arising from their work. The Worker is covered irrespective of their work status i.e. whether they are employed on a full-time, permanent, part-time or casual basis or on a fixed-term contract.

In the event of a workplace injury, an injured Worker may be entitled to compensation if:

- their injury arises from employment
- that the employment was a significant contributing cause of the injury

If a worker aggravates a pre-existing injury at work, they are also entitled to compensation but only if their employment contributed to the aggravation and the injury is only compensable to the extent if and for the duration of the relevant aggravation.

## Scheme Entitlements

A Worker's entitlements can include:

- weekly payments of income maintenance
- medical and associated costs reasonably incurred as a consequence of the injury or illness
- lump-sum compensation for non-economic loss (permanent impairment)

## Maxima's Responsibilities

Following an injury Maxima have certain responsibilities regarding effective rehabilitation of injured workers and the return to work. These are to:

- Employ a Rehabilitation and Return To Work Coordinator
- Report the injury to the Claims Agent Authority
- Lodge a Claim Form for compensation to Maxima's current Claims Agent
- Pay the income maintenance
- Assist in remain at or return to work process
- Provide suitable employment in a safe working environment and be actively involved in the rehabilitation process
- Comply with the requirements of the Worker's Rehabilitation and Return to Work Plan
- Keep in touch with Claim Specialist at the Claims Agent
- Do not dismiss the Worker without first giving them and the Case Manager at least 28 days' notice

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Support the Worker by:

- Staying in touch and keeping informed of their treatment
- Keeping focused in what the worker can do within medical restrictions
- Maintaining regular contact when the worker has returned to work

Investigate incident in accordance with WHSP 20 – Incident Injury Reporting Procedure

## Further Information

For further supporting information or clarification please contact

- Claims Agent Authority
- Return to Work SA