

Injury Management Policy

Objectives:

Through its Health & Safety Policy, Centurion is committed to preventing workplace injury and illness. If a workplace injury or illness occurs, Centurion is committed to supporting ill or injured workers to make a speedy recovery and appropriate return to work.

Centurion acknowledges that effective injury management requires cooperation and collaboration between a number of key stakeholders in order to achieve successful outcomes. We aim to provide a systematic approach to facilitating and coordinating the required collaboration, by way of supporting ill or injured workers to return to their normal position (in their pre-injury condition), as far as practicable.

Centurion achieves these objectives by:

- Communicating this policy to all workers and stakeholders
- Providing defined procedures and tools to support the business to manage ill and injured workers
- Ensuring coordination of required medical treatment and other appointments
- Maintaining a network of approved medical specialists
- Wherever possible, facilitating a timely return to normal duties
- Providing suitable modifications or meaningful alternative duties for ill/injured workers unable to return to normal duties, in line with their medical restrictions
- Adhering to our RIPPA values; ensuring that ill/injured workers are treated with fairness and dignity during the injury management process
- Maintaining an Employee Assistance Program (EAP), and encouraging ill/injured workers and their immediate family members to utilise the program if desired
- Establishing an Early Intervention Program (EIP) to identify and assist workers to address the early signs of illness or injury and to prevent the occurrence of long-term injury or illness
- Transparent reporting on our workers compensation performance
- Maintain confidentiality of injury management information, in line with relevant privacy legislation

All workers are required to:

- Adhere to Centurion's health and safety procedures, taking all reasonable care to prevent illness and injury
- Immediately report any work-related illness or injury to their line manager
- In the event of sustaining a work-related illness or injury:
 - Cooperate with management in the development of an injury management plan, including attending arranged medical appointments
 - Present management with relevant documentation relating to their workers compensation or rehabilitation
 - Actively participate in agreed return to work arrangements
 - Always work within one's personal capacity, as defined by your medical specialist
- Always adhere to Centurion's RIPPA values, and apply respect to all workers, including those away from work or in the workplace on restricted duties due to illness or injury

This policy applies to all employees and contractors under Centurion's control and will be reviewed annually, and updated as required.

Approved By



Justin Cardaci
Chief Executive Officer

Approved: November 2020
Next Review: November 2021