

QSCU Injury Management Plan

When there is an injury or illness at work, the employer, the injured worker, the Insurer and the Treating Doctor all have responsibilities. Full cooperation of all parties is essential if the injured or ill employee is to return to work as quickly and as safely as possible.

Our Injury Management plan aims to assist our employees to recover from any workplace injury or illness quickly, with a safe return to work. Should a dispute arise during the application of the Injury Management process, consultation will be sought between the relevant parties in an attempt to resolve any issues.

There are also penalties which can apply to the employer, the employee, the treating Doctor, the Insurer and other relevant parties should they fail to comply with the requirements as set out under the Injury Management process.

Our Injury Management Plan outlines:
<ul style="list-style-type: none">• A return to work goal,• Work hours,• Suitable duties,• Restrictions / considerations,• Duties / tasks to be avoided,• Therapy or treatment to be attended, and• Monitoring arrangements.
Responsibilities : When a work related injury or illness is reported, the employer must:
<ul style="list-style-type: none">• Provide medical treatment to the injured or ill worker,• Notify the Insurer within 48 hours and provide relevant information when a worker has suffered a workplace injury or illness,• Cooperate and participate with the Insurer to develop an Injury Management Plan (where required),• Make suitable duties available to injured workers who are certified unfit for pre-injury duties,• Implement and monitor a return-to-work plan for the injured worker, and• Comply with the obligations imposed on the employer by or under an Injury Management Plan.
Responsibilities : The employee must:
<ul style="list-style-type: none">• Notify the employer as soon as is reasonably practicable and seek medical treatment,• Assist in the completion of relevant injury reports,• Nominate a treating Doctor and sign the WorkCover medical certificate (where required),• Participate and cooperate with the development and implementation of any return to work plan,• Comply with the requests made by the Insurer, and• Make all efforts to return to work as soon as is possible.
Responsibilities : The Insurer must:
<ul style="list-style-type: none">• Contact the injured or ill worker and the employer and consult with relevant parties,• Establish an Injury Management Plan for the injured or ill worker,• Consult with the employer and worker when developing the plan,• Provide information regarding the claims process, and• Provide both the employer and the worker with information regarding the plan.
Responsibilities : The Treating Doctor must:
<ul style="list-style-type: none">• Provide a WorkCover Medical Certificate,• Be the point of communication for treatment and the Injury Management Plan,• Be authorised by the worker to provide to the employer / insurance company with information regarding the nature of the worker's injury, the extent of incapacity, and any restrictions on employment prognosis, suitable duties and time frames for a return to suitable work.