



WORKPLACE INJURY AND ILLNESS MANAGEMENT POLICY

Heron considers the welfare of our people to be of paramount importance and is committed to the prevention of work related injuries and illness by creating a safe and healthy working environment.

In the event of a work-related injury or illness, Heron will provide support and assistance for its people to achieve a safe and timely return to work. In achieving best practice injury management, Heron will target early intervention, active case management and outcomes-based rehabilitation to support the return to work.

The primary goal of injury management and rehabilitation is to minimise the impact of injury and illness on the individual. To support achieving this goal, Heron will:

- Focus on the prevention of injuries and illness through the provision of a healthy and safe working environment;
- Determine the needs of the injured and/or ill individual by liaising with them, the nominated treating doctor, workers' compensation insurance provider and other relevant stakeholders;
- Facilitate a return to work as soon as practicable in a manner consistent with medical advice and the welfare of the individual;
- Provide early access to rehabilitation services, including accredited workplace rehabilitation providers, and ensuring participation in a rehabilitation program;
- Through consultation, develop and implement the plan for the return to work including the provision of suitable duties within the workplace that is an integral part of the rehabilitation process;
- Provide our people with information about workers compensation claims, including choice of nominated treating doctor and accredited workplace rehabilitation provider;
- Maintain records of injury management and return to work statistics. Seek to continually improve the return to work processes; and
- Develop, communicate and maintain rehabilitation and injury management guidelines which meet the standards set by the regulators, including compliance with appropriate Acts and Regulations.

Tim Dobson
CEO
6 April 2020