

Rehabilitation and Workers' Compensation Procedure



1 Purpose

To define the duties and Procedures involved in the management of workplace Injury or illness and rehabilitation.

2 Scope

This Procedure applies to all University Employees under a contract of employment including casual Employees as defined by relevant legislation.

3 Procedure Overview

The University will provide timely and adequate services to assist the injured or ill Employee to remain or return to work at the earliest opportunity.

4 Procedures

4.1 Duties and Procedures in relation to workplace incident or Injury

The University requires that all Employees take reasonable care in the performance of work activities to prevent injuries to self or others. The University, Supervisors and Employees have an obligation to report all work related injuries and illnesses.

In the unlikely event of an Injury or illness there are specific responsibilities and Procedures that must be followed by:

1. the injured or ill Employee.
2. the injured or ill Employee's Supervisor.
3. the Rehabilitation and Support Officer.

These Procedures are very detailed and are specifically outlined on the People Portfolio website. It is important to note the Procedures have timeframes that must be complied with.

4.2 Training

The People Portfolio will be responsible for the education of all Supervisors and Employees within the University, regarding Workplace Rehabilitation.

5 References

Nil.

6 Schedules

This procedure must be read in conjunction with its subordinate schedules as provided in the table below.

7 Procedure Information

Accountable Officer	Chief People Officer
Responsible Officer	Chief People Officer
Policy Type	University Procedure
Policy Suite	Work Health and Safety Policy
Subordinate Schedules	
Approved Date	12/12/2018
Effective Date	3/4/2019
Review Date	3/4/2022
Relevant Legislation	Workers' Compensation and Rehabilitation Act 2003 Workers' Compensation and Rehabilitation Regulation 2014
Related Policies	
Related Procedures	Incident and Hazard Reporting and Investigation Procedure
Related forms, publications and websites	Workcover and rehabilitation Workplace Rehabilitation standards
Definitions	Terms defined in the Definitions Dictionary Delegate (noun) Delegate (noun) means the officer, Employee or committee of the University to whom, or to which, a delegation of authority has been

made under this Policy.

Employee

A person employed by the University and whose conditions of employment are covered by the USQ Enterprise Agreement and includes persons employed on a continuing, fixed term or casual basis. Employees also include senior Employees whose conditions of employment are covered by a written agreement or contract with the University.

Procedure

An operational instruction that sets out the process to operationalise a Policy.

University

The term 'University' or 'USQ' means the University of Southern Queensland.

Definitions that relate to this procedure only

Compensation

Means the benefits paid by Workcover Queensland to the injured Employee after their Workcover Queensland claim has been successful. An application for Compensation must be made within six (6) months of the initial Injury and if accepted statutory Compensation may include weekly Compensation payments (salary), medical expenses, hospitalisation costs, travelling expenses, Workplace Rehabilitation costs or lump sum Compensation.

Injury

Means a personal Injury arising out of, or in the course of, employment if the employment is a significant contributing factor causing the Injury. This includes any Injury, illness or disease which adversely affects an Employee's ability to perform their normal duties.

Suitable Duties

Means specially selected duties at the workplace offering a monitored and graduated (where applicable) return to normal duties. Duties must be matched to the capabilities of the worker, be time limited and regularly upgraded according to the injured Employee's level of recovery and consider the restrictions and limitations specified by the treating medical practitioner. It is expected that suitable duties programs will enable the Employee to return to the position held prior

to Injury or illness (where possible).

Supervisor

Any person responsible for leading the activities of others. In the context of this procedure, a Supervisor includes Employees at any classification level or title who have responsibilities for leading, managing or supervising work teams and/or individual Employees.

Workcover

Means Workcover Queensland and Q-Comp (The Workers' Compensation Regulatory Service of Queensland).

Workplace Rehabilitation

Means the process of using the workplace to provide tasks that are specified, controlled, graded and matched to the continuing physical and psychological recovery of an injured Employee.

Workplace Rehabilitation Coordinator

Means a USQ Employee designated with the responsibility for coordinating the Workplace Rehabilitation of an Injured Employee, as approved by Workcover Queensland and the requirements of the relevant legislation. Signed case notes will be documented and statistics will be collated and reviewed.

Workplace Rehabilitation Plan

Means a written plan of action allowing for a supervised and graduated (where applicable) return to work by the injured Employee.

Keywords

Rehabilitation, WH&S, compensation, Workcover

Record No

13/432PL