

## **Injury Management Obligations of Employees**

Successful implementation of injury management requires all stakeholders to understand their obligations under legislation and to take on specific responsibilities according to the Best Practice procedures of their insurer.

<b>Obligations</b>
<ul style="list-style-type: none"> <li>▪ Take reasonable care in the performance of work so as to prevent work-related injuries to self and others.</li> <li>▪ Notify Council of any injury or serious incident as soon as possible after it occurred (and before voluntarily leaving the worksite) and ensure documentation in the Register of Injuries.</li> <li>▪ Nominate a treating doctor who is prepared to participate in the development of an Injury Management Plan. Discuss with your employer then advise StateCover in writing should nominated doctor change, stating reasons.</li> <li>▪ Authorise your nominated doctor to provide relevant information to StateCover for the purposes of developing and implementing an Injury Management Plan.</li> <li>▪ Ensure all medical certificates are provided to Council as soon as practicable and conform to WorkCover medical certificate format.</li> <li>▪ Participate in development / implementation of your Injury Management Plan and comply with obligations as negotiated with you by StateCover / Council.</li> <li>▪ Be available to return to work on modified or alternative duties, on a part time or full time basis, consistent with medical approval.</li> <li>▪ Attend any assessments or medical examinations arranged by StateCover. Note that treatment should be obtained out of work hours whenever possible.</li> <li>▪ Make all efforts to return to full pre-injury duties as soon as safely possible.</li> <li>▪ Advise Council and / or StateCover immediately when there is a significant change in condition or employment capacity.</li> <li>▪ Submit an injury claim form to Council or StateCover within 6 months of the date of injury (or date you became aware of injury) unless you have a reasonable cause for claiming later.</li> </ul>

### **Workers Compensation Claims:**

Claims can include weekly compensation (including make-up pay if your earnings are reduced because of the injury) and medical / related expenses. The Employee may also be entitled to extra compensation benefits if the injury is proven to be permanent.

Employees should be aware that if they unreasonably fail to comply with their injury management obligations, StateCover may suspend payments until appropriate compliance has been demonstrated. If benefits are reinstated, employees may not be eligible to recover lost payments.

There are severe penalties (including fines and imprisonment) for claims and statements that are deliberately false or misleading. StateCover will not hesitate referring such instances to WorkCover.