Injury Management Policy

Our Policy Statement

Dunbar Services is committed to the provision of Injury Management programs for employees who have sustained a compensable illness, injury or disability at the workplace. Injury Management is a workplace managed process incorporating employer and medical management from time of injury to facilitate where practicable, efficient and cost effective maintenance in, or return to, suitable employment.

Our Commitment

The aim of Injury Management is to assist employees to return to their pre-injury job as early as possible, or alternatively to access the services of an approved vocational rehabilitation provider to consider options for a return to other gainful employment, either with Dunbar Services or with another employer. Dunbar Services is commitment to:

- A structured systematic approach to injury management for all employees
- To encourage the expectation that it is normal practice following work related illness, injury or disability for people to return to meaningful productive employment at the earliest possible time
- Ensure that an injury management program is implemented as early as is practical following the proper identification of the nature and anticipated duration of the incapacity
- Provide suitable alternative duties designed to assist the employees' recovery and facilitate an early return to work.
- Facilitate and monitor injury management through an in house injury management coordinator.
- To assist re-deployment into a permanent position in the case of permanent disability, if the employee meets those minimum employment standards when the vacancy arises, or to offer available resources in assisting to re-deploy the employee into another organisation.

Our Responsibilities

In return employees have a responsibility to:

- Comply with all aspects of the Injury Management Policy and Plan
- Work in a safe and healthy manner to prevent injury or harm
- Report all work related injuries or illnesses to their supervisor
- Support fellow injured or ill employees
- Participate in the injury management process inclusive of abiding by all requirements of the return to work program

John Dunbar
MANAGING DIRECTOR

22nd October 2024
DATE