

Workers' Compensation, Injury Management and Disability Policy

1. PURPOSE

The purpose of this policy and its supporting procedures is to regulate how the University manages workers' compensation claims, and injury management and disability services provided to University staff, to ensure they are consistent with relevant legislation and within the University's governance framework.

2. POLICY STATEMENT

- 2.1. The University aims to achieve high standards of performance and to utilise its resources in a financially responsible and sustainable manner. This will be achieved by assisting injured or ill staff return to work as soon as medically appropriate with adherence to the requirements of relevant legislation.
- 2.2. The University aims to efficiently manage workers' compensation claims and to provide effective injury management for staff experiencing work-related and non-work related injuries, illness or disability.

3. RESPONSIBILITY FOR IMPLEMENTATION AND COMPLIANCE MONITORING

These management positions are responsible for implementation and compliance monitoring of the policy in their work areas:

- Executive Managers
- Heads of Schools/Areas

4. SCOPE OF POLICY

This policy applies to all staff employed by the University.

5. DEFINITIONS

(Note: Commonly defined terms are located in the [Curtin Common Definitions](#). Any defined terms below are specific to this document)

Nil

6. SUPPORTING PROCEDURES

[Workers' Compensation Procedures](#)

[Illness, Disability and Injury Management Procedures](#)

7. RELATED DOCUMENTS/LINKS

[Relevant Enterprise Agreement](#)

[Disability Access and Inclusion Plan](#)

Policy Compliance Officer	Karen Lamont , Director People Services, People and Culture
Policy Manager	Chief Operating Officer
Approval Authority	Senior Executive Team
Review Date	1 st April 2025

REVISION HISTORY

Version	Approved/ Amended/ Rescinded	Date	Committee / Board / Executive Manager	Approval / Resolution Number	Key Changes and Notes
New	Approved	31/07/2012	Planning and Management Committee	PMC 77/12	Attachment 6 to Document No 00777/12, effective 14 August 2012, two weeks from date of decision
	Administratively Updated	05/02/2014	Director, Legal and Compliance Services		Updated Policy Contact
	Administratively Updated	06/10/2015	Director, Legal and Compliance Services	EC 76/15	Executive Manager Title Changes
	Amended	24/11/2015	Planning and Management Committee	PMC 98/15	Attachment J to Item 10 – formally reviewed no changes required
	Administratively Updated	09/02/2017	Director, Legal and Compliance Services		Area name change from Human Resources to People and Culture (also approved by the Chief Operating Officer)
	Approved	17/09/2019	Planning and Management Committee	PMC 61/19	Fully reviewed and no changes required