

## **POLICY: INJURIES TO STAFF POLICY**



### **PURPOSE**

Staff members are a school's greatest resource. Staff injured at work deserve quick and effective treatment, efficiently managed rehabilitation, and compassionate management of their return to work.

### **AIM**

To minimise injuries to staff, and effectively and compassionately manage staff injuries should they occur.

### **IMPLEMENTATION**

- The appointment of a trained Occupational Health & Safety (OH&S) representative, regular OHS safety checks, appropriate follow-up, clear communication of potential hazards and staff professional development regarding health and safety will minimise or eliminate staff injuries. If deemed necessary, hazards may be reported to the Building and Grounds committee on School Council.
- Any injuries to staff must result in immediate first-aid and assistance including medical support, reassurance, assistance with personal comfort and counselling for the injured staff member and/or colleagues where necessary.
- Principal to be notified immediately. OHS representative is to be notified of the incident, as well as the Return to Work Co-ordinator. Next-of-kin contacted by principal if necessary.
- Injuries are to be reported by staff members themselves if able or by the Personnel Manager on EduSafe. EduSafe is the Department's Incident Reporting & Hazard Management System.
- The accident needs to be investigated and documented by the principal, OHS representative and Return to Work coordinator to determine the cause and whether or not the circumstances of the incident amount to a WorkCover claim for which liability should be accepted.
- It is important that the circumstances of the accident are fully understood and documented so those appropriate steps can be taken to avoid accidents of that nature in the future.
- Action arising from the accident investigation could include modifications to a work area, or appropriate modifications to organisational arrangements, or specific action to be taken once the injured employee has returned to work to prevent a recurrence of the injury.
- The principal to keep in contact with the employee during their rehabilitation to offer reassurance and to assist where appropriate.
- Any specific measures relating to the employee's return to work should be included in the employee's return to work plan when it is prepared.
- Serious injuries (death, amputation or loss of any body part or bodily function, hospitalisation, acute symptoms due to substance exposure, or any serious bodily injury), or any incident that exposed a person to immediate risk to their health or safety must be reported to DET Emergency and Security Management Branch immediately on (03) 9589 6266 and to Worksafe.

**REVIEW**

Policy to be reviewed in August 2022

**Approved by School Council 7/8/2018**