



Workers Compensation and Injury Management Policy

1. COMPLIANCE OBLIGATION SUPPORTED

[Workers Compensation and Injury Management Act 2023 \(WA\)](#)

[Work Health and Safety Act 2020 \(WA\)](#)

2. PURPOSE

To efficiently manage workers compensation claims and to provide effective injury management support for employees experiencing work related injury or illness, consistent with the relevant legislation and within the University's governance framework.

3. POLICY STATEMENT

In the event of an employee sustaining a work-related injury, the University is committed to assisting the employee to return to work as soon as medically appropriate and will adhere to the current Western Australian workers' compensation legislation.

4. SCOPE OF POLICY

This policy applies to all employees at the University and based in Western Australia, who are considered 'workers' as defined by the current Western Australian workers' compensation legislation.

5. DEFINITIONS

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

Workers Compensation

Financial compensation provided to employees who become injured or ill as a result of their work and may include:

- weekly payments to cover loss of earnings;
- lump sum payments in case of permanent impairment;
- assistance with medical and related expenses; and
- workplace rehabilitation assistance to return to work.

Employees who suffer a work-related injury or disease requiring medical treatment or time off work are entitled to claim workers' compensation.

Injury Management

The management of injuries in a manner that is directed at enabling injured employees to return to work.

6. SUPPORTING POLICY AND PROCEDURES

[Health and Safety Policy](#)

[Health and Safety Responsibilities Procedures](#)

[Workers Compensation and Injury Management Procedures](#)

7. RELATED DOCUMENTS/ LINKS

[Relevant Enterprise Agreements](#)

Policy Compliance Officer	Melinda Simpson , Director Health and Safety
Policy Manager	Chief Operating Officer
Approval Authority	Senior Executive Team
Review Date	1 st April 2029

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Version	Approved/ Amended/ Rescinded	Date	Committee / Board / Executive Manager	Approval / Resolution Number	Key Changes and Notes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
	Approved	07/12/2023	Senior Executive Team (SET)	SET 11/23	Attachment A Item 6.4 (previously <i>Workers' Compensation, Injury Management and Disability Policy</i> ; effective 08/12/2023)