



Shire of Derby / West Kimberley

INJURY MANAGEMENT AND REHABILITATION POLICY

POLICY STATEMENT

It is a policy of the Shire of Derby/West Kimberley:

- a) To make provision for the injury management and rehabilitation of all workers who have sustained a compensable work-related illness, injury or disability and to adhere to the requirements of the *Workers Compensation and Injury Management Act 1981*.
- b) To treat all workers with dignity and respect.
- c) To guarantee that all information is treated with sensitivity and confidentiality.
- d) To return the injured worker to the fullest capacity for gainful employment of which they are capable.

With this in mind, the 'Key Principles of Injury Management', as identified by *WorkCover WA*, will be adopted.

They are:

1. Recognition that employers and injured workers are the primary stakeholders within the workers' compensation system.
2. Maintenance in or a safe return to work is the expected outcome.
3. Medical practitioners and employers play a central decision-making role in the return to work of injured workers.
4. The focus of all services should be workplace based.
5. The injury management process should be transparent, cost efficient and effective.
6. Early intervention and pro-active injury management is critical in achieving return to work goals.
7. When vocational rehabilitation is required, all parties are involved in a process that is transparent and requires joint decision making.



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Policy Details			
Original Adoption date:	25 March 1998	Review Frequency:	2 years
		Next Review Due:	November 2027
Policy Implementing Officer or Team:	Manager People and Culture	Policy Reviewer:	Chief Executive Officer
Legislative Head of Power (Act, Regulation, or Local Law):	Worksafe Commissioner - Work Health Safety Act 2020 Work Health Safety (General) Regulations 2022 Workers Compensation and Injury Management Act (1981) Australian Standards 1885.1-1990 Workplace injury and disease recording standard		
Related Documents (other Policies, Operational Procedures, Delegations, etc.):	Risk and Opportunity Management Policy Work Health and Safety Policy Procedures: Hazard / Near Miss Reporting Vehicle Incident / Accident Reporting Property Incident / Accident Reporting Personal Injury Incident / Accident Reporting		
Version Control Council Meeting Review Details:			
Review #:	Council Meeting Date:	Item/Resolution#:	
1.	28 August 2003	Item 10.2.2 Res. 163/2003	
2.	24 June 2021	Item 11.2 Res. 57/21	
3.	24 February 2022	Item 11.5 Res. 07/22	
4.	30 March 2023	Item 10.1 Res. 15/23	
5.	19 January 2024	The Director Strategic Business utilised AUTHO33 Local Government Act 1995 s.5.45 Other matters relevant to delegations under this Division (Acting Through on behalf of the Chief Executive Officer), to make minor changes using delegation 1.1.34 Minor Amendments to Policies and Delegations. Synergy Record No. N21078	
6.	29 February 2024	Item 12.3 Res. 09/24	
7.	27 November 2025	Item 14.1 Res. 46/25	