



## INJURY MANAGEMENT

### OUR PURPOSE

Owner's Team International (OTI) is committed to ensuring the workplace is free from harm or hazard but if injury should occur OTI commits to reducing the impact on individuals and the business of lost time injuries via effective injury management.

### OUR APPROACH

OTI subscribes to a multifaceted approach which includes but is not limited to incorporation of the following elements:

- Adhere to the legislative requirements of the Workers Compensation and Injury Management Act 1981 (WA) as amended from time to time;
- As soon as medically appropriate return the injured employee to prescribed light duties with the aim of responsibly returning the employee to full and unrestricted duties at the earliest opportunity;
- Form strong relationships with industrial health specialists who understand the Company and the industry;
- Ensure the workforce understands their rights and responsibilities towards effective injury management including; reporting the injury as soon as possible; taking all necessary steps towards rehabilitation by demonstrating a commitment to their own injury management and recovery; and complying with all reasonable and lawful directions of the Company in the management of their claim;
- Demonstrate a commitment by the Company to assist the injured worker; by arranging appropriate medical treatment; appointing an Injury Management Coordinator; and working with the employee to encourage, develop and manage a return to work program in accordance with the treating practitioner's recommendations;
- Educate the workforce in methods of minimising the risk of further injury caused by delay, inaction or inappropriate medical treatment; and
- Communicate this policy across the whole organisation by including in the new employee's induction's and effectively utilising resources such as tool box meetings, notice boards, crib-rooms, the intranet or other forms of electronic communication when appropriate.

### OUR COMMITMENT

The board of Directors endorse and are committed to the continual improvement of practices and procedures. This Policy applies to and will be upheld, by all of Owners Team International's personnel, its consultants, subcontractors and any other entity working under the direction of the Company.

Tony Weeks  
Managing Director

Kim Stott  
Operations Director