

Managing Ill and Injured Employees Workshop

Designed for Human Resource or Industrial Relations Practitioners and Senior Managers.

About The Session

This workshop is developed for those practitioners/Managers who have sound knowledge of employment relations to upskill their knowledge on managing complex cases relating to ill or injured employees, including how to direct an employee to attend independent medical examinations through to termination of employment on medical grounds.

Course Topics

Part 1 Initial Assessment

- The nature of illness or injury - work vs non work-related injury

Part 2 Carer's Leave

- How to address extensive ongoing use & requesting evidence

Part 3 Non Work-Related Injury and the Law

- Requesting nature and likely duration of illness/injury
- Accessing other leave options
- what is a Temporary Absence?
- Obligations for rehabilitation and return-to-work

Part 4 Work Related Injury and the Law

- Workers' Compensation and Rehabilitation Act 2003 - protection of injured worker
- Claim has been closed and employee is still sick

Part 5 Ill or Injured During Discipline Process

- Investigation/discipline process
- Issues regarding natural justice & procedural fairness

Part 6 Request to Obtain Medical Information

- What questions should you ask if authority is provided
- What if treating practitioner refuses to provide a medical report

Part 7 Direction to Attend IME

- Questions to ask the medical practitioner
- What to provide for the assessment (i.e. PD, SWMS, ect)

Part 8 Medical Termination

- Allow employee to respond to concerns
- Are there any alternative positions?

Learning Outcomes

- Understanding of the laws that govern management of ill or injured workers.
- Different requirements in managing work related and non work-related injuries.
- How to manage excessive and ongoing personal leave.
- Knowledge of employer obligations and considerations for managing and supporting ill or injured employees and the law that governs this.
- Understand when and how employers request or obtain further medical information from employees.
- Understanding of what questions to ask and what information to provide a medical practitioner, when requesting a report on an employee's medical condition.
- How to manage an employee who is unable to undertake the inherent requirement of their position or where the timeframe for their return to duties is unknown.
- Knowledge of legal and procedural requirements and considerations when terminating an employee's employment on medical grounds.

Workshop Details

Delivery:	Online or In-person
Time:	½ - 1 days
Class Size:	5-20 pax
Cost:	Contact us