AUSTRALIAN INDUSTRY GROUP

# Guide to dealing with ill and injured workers

## NSW, QLD, SA & VIC EDITIONS AVAILABLE

### Incorporating a step-by-step guide and a CD with supporting pro-forma documentation.

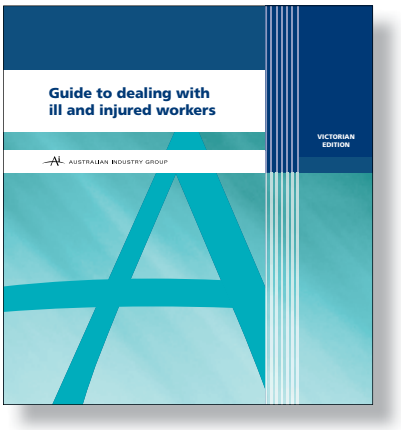
Managing workers on extended sick leave, or with long-term injuries, requires careful balancing between the needs of the business against employees' rights.

Achieving this and navigating the range of legal obligations and risks arising from managing ill and injured workers, including health and safety, workers' compensation, unfair dismissal, unlawful termination and discrimination laws can be a daunting task.

Regardless of the size of the company or the industry sector it operates in – this publication will become an essential reference.

### The publication

- Covers work and non-work related illness or injury.
- Provides practical tips on the management of the initial stages of an injury or illness and ongoing partial incapacity.




### Includes a step-by-step guide

- For the employer to apply where termination of employment of an ill or injured employee becomes necessary.
- Provides pro-forma letters for the employer to use in communications with the worker and treating doctor.
- Considers the legislative requirements which may come into play in a decision to terminate employment of an ill or injured worker including:
  - unfair dismissals
  - limitations under the relevant workers compensation acts
  - prohibitions on termination for reasons including temporary absence on the basis of illness or injury under the *Fair Work Act 2009*
  - requirements under the *Disability Discrimination Act* regarding modifications to accommodate a disability.

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