AUSTRALIAN INDUSTRY GROUP

Guide to dealing with ill and injured workers

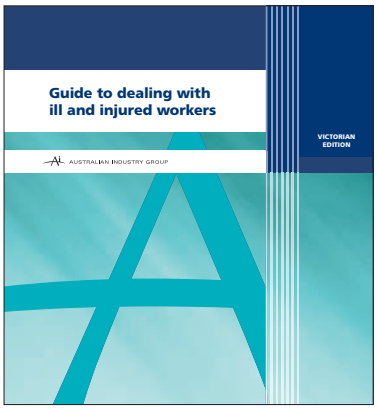
THIRD EDITION RELEASED DUE TO MEMBER DEMAND

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

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.
- Reviews a recent court decision on the termination of employment of an employee on workers' compensation.

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