



THE UNIVERSITY OF
NEWCASTLE
AUSTRALIA

SUPPORT AVAILABLE WORKERS WITH NON WORK RELATED ILLNESSES AND INJURIES

The University of Newcastle and its Senior Management recognises the value its workers provide to the organisation and is committed to preventing injuries and illness by providing a safe and healthy working environment.

The University of Newcastle's commitment to injury management extends to assisting employees with non-work related injuries and illnesses by offering access to a graduated return to work process similar to that for work related injuries, where practicable, this process is known as Well to Work.

If you have a non work related illness or injury that impacts on your ability to carry out the inherent requirements of your role, support is available. Following is an outline of the process:

- Talk to your supervisor about your injury or illness and how it is impacted by the regular work environment or substantive duties.
- Contact the Health & Safety Team for assistance.
- With your consent, a safety officer will liaise with your treatment providers and you to seek feedback around restrictions and support that needs to be in place to ensure a safe and sustainable return to work.
- Where practicable, a Well to Work plan will be developed to ensure a safe and sustainable return to work. This may include things like working reduced hours for a period of time, aids and equipment and the engagement of outside providers such as the Job Access Scheme for conditions that will last for greater than two years.

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