## **Non-Work Related Injury Claims Process**

Employee suffers a non-work related injury.

The employer should perform an assessment of the employee's capacity to ensure the worker has the capacity to perform their role without risk to health and safety.

Contact P2 Group

Seek advice from HR Legal on antidiscrimination

The employer has an obligation to make reasonable adjustments to accomodate an employee's injury.

Seek advice from HR Legal on these risks.

The employer should be mindful of the risks of continuing to provide modified duties indefinitely, such as subsequent WorkCover claims, risk to health and safety of coworkers and the modified duties becoming the substantive role.

Progress to full duties.

If the employee's absence exceeds more than 3 months in a 12 month period and at least one day is unpaid leave, the employee's absence is no longer considered "temporary".

from HR Legal to manage the

Consider moving to terminate employment.



**Occupational Therapist educating** and empowering employers 1300 789 467 enquiries@p2group.com.au



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