

INJURY MANAGEMENT POLICY

Pantera is dedicated to ensuring that all its workplaces are free from hazardous conditions that could harm employees. In the event of an injury, we are committed to rehabilitating affected individuals through effective injury management in accordance with the Workers Compensation and Injury Management Act 2023.

The purpose of this policy is to establish a clear framework for effectively managing workplace injuries. Our primary goal is to facilitate a timely and safe return to work for injured employees while minimising disruptions to operations and supporting the overall well-being of our workforce.

This Policy applies to all employees of Pantera and encompasses all aspects of injury management, including reporting procedures, assessment protocols, treatment options, and return-to-work plans. By providing clear guidelines, we aim to ensure that every employee understands their role in the injury management process.

Pantera is committed to managing workplace injuries in a way that promotes the recovery and rehabilitation of injured employees while complying with all relevant legal and regulatory requirements. We strive to create a supportive and safe work environment that facilitates a smooth transition back to work, ensuring that employees feel valued and supported throughout their recovery journey.

Responsibilities

Employees

- Promptly reporting any workplace injuries or incidents to their supervisor or HR.
- Seeking medical attention as needed and submitting relevant documentation.
- Actively participating in their recovery and return-to-work plan.

Managers and Supervisors

- Ensuring that injuries are reported promptly and accurately.
- Coordinating with HR to manage the injury and support the employee's recovery.
- Facilitating communication between the injured employee, medical professionals, and HR.

HR Representative

- Managing injury reports and maintaining records.
- Coordinating with medical providers to ensure appropriate treatment and accommodations.
- Developing and implementing return-to-work plans in collaboration with the employee and their healthcare provider.

Health and Safety Representative

- Conducting investigations into workplace injuries to identify causes and prevent future incidents.
- Ensuring compliance with injury management procedures and regulations.

This policy will be implemented in full compliance with all relevant laws and regulations concerning workplace injuries and workers' compensation. We are committed to adhering to the highest standards of legal and ethical practice to ensure the safety and well-being of our employees.

We recognise the importance of staying current with evolving regulations and industry standards. Any updates or changes to the Policy will be promptly communicated to all employees, ensuring everyone is informed and aware of their rights and responsibilities.

This policy will be reviewed regularly to ensure alignment with legal requirements and best practices.



Dino Foti - Director



Mark Pensabene – Managing Director